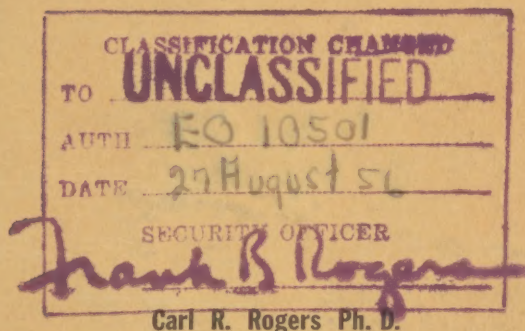


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ADJUSTMENT AFTER COMBAT

A Study Of Returned Combat Gunners
and Their Utilization In The
Flexible Gunnery Training Program



in collaboration with

PSYCHOLOGICAL RESEARCH UNIT No. II (Gunnery)
and
Army Air Forces Instructors School (FG)
Fort Myers, Florida

March 1944

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HEADQUARTERS R4:ald
ARMY AIR FORCES INSTRUCTORS SCHOOL (FLEXIBLE GUNNERY)
BUCKINGHAM ARMY AIR FIELD
Fort Myers, Florida

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16 April 1944

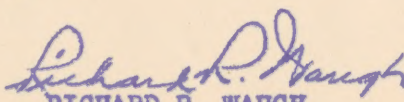
SUBJECT: Dr. Carl R. Rogers' Study, Adjustment After Combat.

TO : All Concerned.

1. The accompanying study of the adjustment of ex-combat gunners to their duties in Training Command Schools is believed to be a very important contribution towards understanding gunners with combat experience and towards their fullest utilization in the gunnery training program. The efforts of Dr. Rogers and his assistants are greatly appreciated by all who have given thought to this problem.

2. With reference to the assignment of ex-combat gunners, this report reflects conditions as they existed several months ago. From the standpoint of a study of both good and poor adjustment, it was rather fortunate that the first returnees reported for duty as instructors in gunnery schools without having first been carefully selected. It was thus possible to underscore the need for careful and thoughtful assignment of returned combat gunners.

3. Since this study was undertaken, the Army Air Forces Redistribution Center and Stations have worked out a very effective program for classification of returned combat men. Their work has already resulted in a marked improvement in quality of men selected to be instructors. Malassignment of instructors is now almost non-existent. An expression of appreciation is due to the officers in the Redistribution Program who have, through careful classification of ex-combat gunners, contributed in a most significant fashion to the improvement of gunnery training.


RICHARD R. WAUGH
Lt. Col., Air Corps,
Commanding.

14-00000

HEADQUARTERS
ARMY AND FORCES TESTIMONY SCHOOL (FLEXIBLE SYSTEM)
BUTTERFIELD ARMY AIR FIELD
Fort Wayne, Indiana

14-00000

14-00000


SUBJECT: Mr. GARY E. WAGNER, Captain, Adjutant General

TO: All Commanders

1. The foregoing study of the adjustment of the
personnel of this school in training is being
made as a very important contribution towards understanding the
personnel adjustment and training of this school in
the general training program. The effects of the study and
the results are greatly appreciated by all who give
thought to this problem.

2. With reference to the adjustment of personnel
this report reflects conditions as they existed several months
ago. The objective of a study of both good and poor
adjustment, it was rather to make that the first
report for this school is given to the general training
program. It was then carefully selected. It was then
submitted to the staff for review and approval and it
received general approval.

3. Since this study was undertaken, the first of the
Headquarters School and Station have worked out a very
effective program for adjustment of personnel and the
first work has already resulted in a marked improvement in
quality of work reported to the headquarters. The adjustment of
personnel is now almost non-existent. An examination of
adjustment is due to the officers in the Headquarters
program who have, through careful classification of personnel
personnel, contributed in a most significant fashion to the
improvement of general training.


RICHARD E. WAGNER
1st Col., Air Corps,
Commanding.

ADJUSTMENT AFTER COMBAT

A Study of Returned Combat Gunners and Their
Utilization in the Flexible Gunnery Training Program

CARL R. ROGERS, Ph. D.

in collaboration with

PSYCHOLOGICAL RESEARCH UNIT NO. 11 (GUNNERY)

and

ARMY AIR FORCES INSTRUCTORS SCHOOL (FLEXIBLE GUNNERY)
Fort Myers, Florida

March 1944

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ADJUSTMENT AFTER COMBAT

A Study Of Returned Combat Gunners And Their Utilization In The Flexible Gunnery Training Program.

Summary of Findings and Recommendations

The following brief summary of findings is based on a study of one hundred (100) returned combat gunners at Buckingham Army Air Field, Fort Myers, Florida. The purpose of the study was to investigate the adjustment of combat gunners, particularly their adjustment to the Gunnery Training Program, and the degree to which they would make satisfactory instructors. Each statement of findings and recommendations is followed by the page reference which gives the material upon which the statement is based.

Findings.

1. Nine out of ten combat gunners definitely desire to continue to carry on significant work in the Air Forces. (p. 7-10)
2. Sixty per cent of the group were found to be seriously malassigned. (p. 10-12)
3. Two-thirds of the men resent their present assignment, and only one-third is satisfied. (p. 13 - 15)
4. Most of the resentment, which constitutes a large morale problem, would be eliminated by satisfactory assignment. (p. 15-18)
5. Only 31% of the group were found to be qualified to become gunnery instructors. (p. 19-22)
6. The criteria which have been used in selecting instructors are, in general, satisfactory, and select a group which is stable in personality, constructive in attitude and superior in ability. (p.22)
7. There is evidence that during combat 24% of the men experienced a degree of combat strain sufficient to interfere with their functioning as gunners. An additional 50% showed moderate signs of combat strain. (p. 25-30)
8. At the present time 12% of the men show sufficient signs of combat strain to interfere with their efficiency, while 46% show moderate signs such as excessive restlessness and disturbed sleep. (p. 35-38)
9. Men who are able to withstand the strain of combat are more likely to be men who (a) have made a satisfactory adjustment in early life, (b) possess superior intellectual abilities, (c) are married rather than single. Age does not seem to be a factor in combat strain. The evidence for these statements needs further study and corroboration. (p. 30-35, 38-42)

10. The men are unanimous in describing military leadership and discipline overseas as being more informal, and based upon a spirit of team loyalty rather than military regulations. They regard this type of leadership as highly effective. (p. 43)
11. The majority of the men resent the return to more formal military discipline, 23% strongly, and 40% to a moderate degree. (p.43-45)
12. A considerable number of the men (no exact figures possible) are very unclear as to their purpose in fighting the war. (p. 46-47)
13. More than half the group are satisfied with the backing they have had from the civilian war effort, but a vocal minority is moderately or strongly critical of the home front. (p. 47-49)
14. More than half the men are uncertain regarding their plans for post-war employment. They are not sure what they wish to do. A minority have clearcut and realistic plans. (p. 49-51)
15. Over half the group appear to be willing to return to combat eventually, but four-fifths are opposed to an early return. The motivation for return in a number of instances is dissatisfaction with conditions here. (p.51-52)
16. A hypothesis is formulated that men who do not show excessive combat strain are likely to be those who are: psychologically secure in group relationships, family relationships, and religious faith; independent and purposeful; superior in ability; of a stable constitutional disposition. (p. 53-57)

Recommendations. On the basis of the findings of this survey, a number of recommendations are made. They are as follows:

1. It is recommended that wide publicity be given to the fact that the overwhelming majority of returned combat gunners are eager and willing to continue to carry significant responsibilities in the Air Forces. This publicity will help to counteract a rather prevalent contradictory opinion. (p. 7-10)
2. It is strongly recommended that the classification of returning gunners be carried on by the most skilled classification experts the Air Forces can provide.(p. 10-18)
3. It is strongly recommended that the assignment of returned gunners, because of the considerable training and experience which each man represents, be made an individualized matter. (p, 10-18)
4. It is recommended that such assignments be carried through as made by the classification specialist. (p. 10-18)
5. It is recommended that the men should be given such special consideration in assignment as is possible, but extravagant promises should be avoided, both overseas and on return. (p. 10-18)

ii.

R E S T R I C T E D

6. It is recommended that the criteria for selecting those returned combat gunners who are potential instructors should be changed to read as follows (new material and changes are underlined):
- a. A willingness to be a gunnery instructor as measured by the objective scale of attitudes toward gunnery instruction prepared by Psychological Research Unit No. 11 (Gunnery).
 - b. An AGCT score of 110. Ability and aptitude for gunnery instruction as measured by the Instructors Qualifying Examination prepared by Psychological Research Unit No. 11 (Gunnery).
 - c. At least a high school education.
 - d. The personality and emotional stability required to be an instructor, as determined by an interview by a competent psychiatrist or psychologist, or by appropriate tests.
 - e. The ability to express himself clearly and effectively.
 - f. At least ten combat missions.
 - g. No visible wounds or injuries.
(See p. 19-24)
7. It is recommended that combat men who qualify for the Army Air Forces Instructors School (Flexible Gunnery) should take a one or two week refresher course before entering the instructors school. This procedure should be tried experimentally even with those who are not graduates of a gunnery school. (p. 19-24)
8. It is recommended that in selecting combat gunners as potential instructors special attention be paid to screening out men who show excessive signs of combat strain such as restlessness. (p. 25-42)
9. It is strongly recommended that the present policy of allowing combat gunners to remain in idleness for periods up to six months should be drastically changed. Assignment to useful work within a month of the time the man has completed his furlough should be the goal. (p. 25-42)
10. It is recommended that officers who are to deal with combat gunners should be informed of the psychological disturbances which they may expect to find in these men, and methods of dealing with them. A pamphlet might be the best way of accomplishing this. (p. 25-42)
11. It is recommended that officers dealing with combat gunners adopt, insofar as possible, methods of leadership which will utilize the informal "team loyalty" attitudes which the men have developed overseas. (p. 42-46)

12. It is recommended that long range research studies regarding principles and methods of effective leadership in a variety of situations be undertaken by designated Psychological Research Units in the military services or by civilian scientists under the National Research Council, or both. (p. 42-46)
13. It is recommended that a carefully planned study of motivation for combat be conducted among gunnery students by Psychological Research Unit No. 11 (Gunnery). (p. 46-52)
14. It is recommended that all gunnery schools, and particularly the Army Air Forces Instructors School (Flexible Gunnery), develop a vigorous educational effort designed to assist gunners-in-training to formulate and clarify the goals for which they are fighting. (p. 46-52)
15. It is recommended that objective psychological studies be initiated at the Redistribution Centers, to determine the personality characteristics which differentiate between gunners who successfully withstand combat strain and those who do not. (p. 53-57)
16. It is recommended that such research be correlated with research now going on in the gunnery schools, so that the findings may be used in the improved selection of student gunners. (p. 53-57)
17. It is recommended that gunners be given more psychological preparation for the experiences they will meet in combat. Talks by combat men and movies might be utilized, in addition to the further development of every aspect of simulated combat. The tone of this preparation should be realistic.
18. It is recommended, finally, that a study similar to this study be conducted in the near future to substantiate further its findings, to check again on the adequacy of the instructor selection program, and to determine if new adjustment problems present themselves as the war progresses.

ADJUSTMENT AFTER COMBAT

A Study of Returned Combat Gunners and Their Utilization in the Flexible Gunnery Training Program

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PART ONE

HOW AND WHY THE STUDY WAS MADE.

A. The Problem. In recent months the trickle of gunners returning from overseas combat has increased to a steady flow. The flow promises to become still heavier as time goes on. Consequently, it has become necessary to determine policies which will most constructively use the abilities and combat experience of these men in the gunnery program and elsewhere. Recognizing that very little was actually known as to the attitudes and potentialities of this group, the staff of Psychological Research Unit No. 11 (Gunnery) planned a study which would answer some of the most pressing questions and point the way to more complete studies in the future.

A further reason for undertaking such a study at this time was the fact that there was a growing concern among officers in charge of returned combat gunners. Some officers felt that these men would make desirable gunnery instructors. Others felt that they would not. Some complained that combat gunners presented special discipline problems. Some felt that these men had a bad attitude toward further duty. Representative quotations, from officers dealing with these men, taken from interviews or correspondence, are as follows:

"The problem of discipline is indeed serious. Most of these men feel that because they have been in combat, the world owes them a living."

"Many of these men have created problems. In the first place, many did not desire to become instructors and still do not. They came here with a 'chip on their shoulder'."

"Personally, I have felt that some of the combat men were on the verge of becoming psychopathic cases."

"This station has received a number of men who have returned from combat duty. These men have done a remarkable job of adapting themselves to their new surroundings and in general it is felt that they are making a major contribution to our program."

"These men are jumpy. They do not want to stay in one place."

"The men feel that they have been handled in an unsatisfactory fashion. They believe they have been shipped around entirely too much."

"They resent going to school with inexperienced gunnery students."

"Not more than two out of ten men are satisfied with their work here."

In view of such complaints and contradictory attitudes, it seemed desirable to get as clear a factual picture as possible, as a guide to the formulation of policies in the gunnery program, particularly in gunnery instruction.

B. Purpose of the Study. In planning the study, the purpose was formulated in these terms:

To make a study of returned combat gunners, with special emphasis on problems of selection and utilization of these men as instructors in flexible gunnery schools, and their adjustment to duty in the gunnery training program.

More specifically, this purpose may be analyzed into three aspects:

1. To study the adjustment of ex-combat gunners to such situations as:
 - a. training for instructional duties in AAFIS (FG);
 - b. present Army assignment;
 - c. civilian and military attitudes in this country.
2. To investigate the dynamics which determine the adjustment of the returned combat gunner at the present time. In what ways and to what degree is his adjustment determined by or related to such factors as early adjustment, combat experience, military assignment, personality structure?
3. To suggest ways in which these adjustments may be improved.
 - a. Through policies of selection for duty in the Gunnery Training Program.
 - b. Through the training policies of AAFIS (FG).
 - c. Through better ways of utilizing these men as instructors in gunnery schools.

C. The Method of the Study. This study was designed to be exploratory, rather than final. It was looked upon as a pilot study which might uncover factors to be further examined by more objective means, a study which might formulate fruitful hypotheses, rather than a study which would produce conclusive findings.

For this reason, the primary method of the study was through the interview. One hundred returned combat gunners were interviewed by three skilled interviewers who were experienced as clinical psychologists. The interviewers endeavored to use interviewing techniques which would minimize any bias or set of the interviewer. Care was taken to explain to each man the general purpose of the interview. He was told that the reasons for the interview were to better understand what was happening to the returned combat gunner, and to see how his experience might be used in the gunnery program. The interviewer also explained that the man was free to express his attitudes fully, since the material would be held confidential. The interviewer opened up various topics for consideration, but endeavored to phrase his questions in completely neutral fashion, and to encourage spontaneous expression. Some examples of the neutral type of question used are as follows:

- "Tell me how you happened to be assigned here?"
- "What was your own thinking as to the assignment you wished?"
- "How did the home town and the civilians look to you when you were home on furlough?"
- "Is there any difference between military discipline here and overseas?"
- "Did any of the men in your squadron go to pieces mentally during combat?" Did it ever have any effect on you?"

Note that these questions do not imply any specific answer. The man is left entirely free to give positive or negative, emotional or unemotional responses. Questions which would have biased the answer were avoided. Questions which would bias the result would be of the following type:

"Do you have any criticisms of your assignment?"

"Do you like it when civilians go on strike?"

"Do you resent the more strict military discipline in this country?"

Such phrasings were carefully avoided, and every effort made to obtain the man's spontaneous attitude on a variety of topics, which will be indicated later. Even these topics were selected only after a number of men had been interviewed in general fashion, in order to discover some of the areas of attitudes which might have significance for the man's adjustment.

Following the interview, which lasted from forty-five to seventy-five minutes in length, the interviewer went over the careful notes taken, and from them filled out the Interview Analysis Blank, a copy of which is found on the following page. Here various pertinent facts about the man were recorded, a detailed analysis was made of his fitness for entering the Army Air Forces Instructors School (Flexible Gunnery), and a simple three-point rating made of his attitudes toward and adjustments to various elements of his situation.

This method of objectifying the interview data made possible simple studies of the relationship between different factors in the situation, such as investigating the relationship between age and combat strain, or between quality of assignment and attitude toward assignment.

In the report of findings which follows, the figures and percentages are taken from the data compiled from the Interview Analysis Blanks. The quoted excerpts are, of course, taken directly from the interview notes:

D. The Group. In order to provide a better basis for understanding and interpreting the findings which follow, a statement of some of the characteristics of the group is in order. These men were combat gunners, from various bases and theatres of combat, who had, in almost all instances, completed their full tour of combat missions. While they were an unselected group as far as this air field is concerned, various selective factors had been at work. Men who developed severe war neuroses would have been hospitalized previous to coming to this field. Likewise, men who had refused to fly would have been grounded, and would be unlikely to be returned with flying personnel. Hence, it may be said that the group studied was composed, in general, of the more rugged aerial gunners.

INTERVIEW ANALYSIS BLANK

NAME _____ RANK _____

(1) Age _____ (2) GCT _____ (3) Marital Status _____

(4) Theatre of Combat _____

(5) Education completed: 5 6 7 8 9 10 11 12 College: 1 2 3 4

(6) MOS _____

Detailed qualifications for AAFIS (FG):

Gunnery experience Yes No (7) Expresses self well Yes No (12)
 GCT 120 or more. Yes No (8) 3 combat missions Yes No (13)
 110 plus coll. or tchg. Yes No (9) No visible wounds Yes No (14)
 H. S. education Yes No (10) Personality, stabil.OK. Yes No (15)
 Willg. to be gunnery instr. Yes No (11) Graduate of gunnery sch. Yes No (16)

Qualified for AAFIS (FG). Yes No (17)

Most desirable assignment (Interviewer's judgment) _____ (18)

Present assignment (Ir.'s judg.) V. Poor Poor Avg. Good Excellent (19)

Attitudes and Adjustments:

Resentful of present assignment S M L U (20)
 Resentful of Army formality after combat. S M L U (21)
 Feels furloughs inadequate S M L U (22)
 Resentful of other Army treatment S M L U (23)
 Feels Army does not want him S M L U (24)
 Upset by uncertainty of own present situation S M L U (25)
 Desires to work at significant job in Army. S M L U (26)
 Feels he has had too much rest. S M L U (27)
 Showed combat strain during combat period S M L U (28)
 Shows combat strain now S M L U (29)
 Present symptoms of restlessness, jitteriness S M L U (30)
 Present symptoms of disturbed sleep, nightmares S M L U (31)
 Present symptoms of neurotic character. S M L U (32)
 Gives evidence of pre-service maladjustment S M L U (33)
 Opposes early return to combat S M L U (34)
 Willing to return to combat eventually. S M L U (35)
 Resentful of civilian attitudes and war effort. S M L U (36)
 Pre-service occup. was (1) satisfying (2) unsatisfying
 (3) has had no permanent occupation. 1 2 3 U (37)
 Post-war plans are (1) clear (2) doubtful (3) vague 1 2 3 U (38)
 Interviewer judges post-war plans to be (1) realistic
 (2) uncertain (3) unrealistic 1 2 3 U (39)
 Post-war plan is _____ 1 2 3 U (40)

S - Holds attitude strongly.
 M - Holds attitude in moderate degree.
 L - Little or no evidence of this attitude.
 U - Attitude unknown on this topic.

Other characteristics of the group may be tabulated briefly as follows:

Age:

Median Age	25 years
Range	20 - 36 years
Interquartile range (containing middle 50%) . . .	23.1 - 26.8 years.

Rank:

Sergeants	2
Staff Sergeants	46
Technical Sergeants	52

Combat Theatre.

Mediterranean (N. Africa, Italy, Sicily, etc.) . .	66
European (England)	18
South Pacific	10
India, China	3
Combat experience in two theatres	3

Educational Background:

Less than high school graduation	17
High school graduation, but no college.	62
Some college work, but not college graduates. . .	18
College graduates	3

General Ability:

Median Army General Classification Test score . .	120.6
Range	90 - 150
Interquartile range (containing middle 50%) . . .	115 - 127

Marital Status:

Single	72
Married (several married since return).	26
Divorced or separated	2

Military Occupational Specialty:

Gunner ("career gunners")	28
Airplane Mechanic Gunner (includes flight engineers, etc.)	23
Radio Operator-Gunner, Radio Operator Mechanic- Gunner	27
Armorer-Gunner.	8
Radio Operator or Radio Operator Mechanic. Has no MOS (as gunner)	7
Other Military Occupational Specialties. Has no MOS (as gunner)	7

It will be seen from the above that the group is composed primarily of men in their twenties, high school graduates for the most part, with definitely superior general ability. Gunners in general have an average Army General Classification Test score of approximately 111. so that this group is somewhat selected in intelligence. As to their military specialties, twenty-eight (28) are gunners only, fifty-eight (58) have some other military specialty in addition to gunnery, and fourteen (14) have other military specialties but are not technically qualified as gunners, although they have had gunnery experience.

PART TWO

THE ATTITUDES OF 100 COMBAT GUNNERS

In the sections which follow, the attitudes of these one hundred (100) combat gunners toward further Army duty, toward their assignments, toward gunnery instruction, toward the effects of combat, and toward other aspects of their situation, will be portrayed as fully and accurately as possible. Generous use has been made of direct quotations from the interviews, in order that the reader may, so far as possible, form his own opinion of the attitudes expressed.

A. Attitude Toward Further Army Duty. An opinion which is very prevalent among officers is that returned combat men believe that they have done their part, that the world now owes them a living, and that for them the war is over. In order to investigate the truth or falsity of this opinion, the interview material was analyzed to determine what attitude these men had toward further responsibilities in the Air Forces. The findings were in direct contradiction to the prevalent opinion stated above.

It was found that 46% of the men had a strong desire to work at a meaningful job in the Air Forces. An additional 43% showed a more moderate desire to work at a significant job. Only 11% showed an inclination to seek a soft job, or an easy berth. Another way of stating this is that 89% of the group were definitely desirous of continuing to serve the Air Forces and their country in work that would make use of their abilities and experience. These facts are presented in graphic form in Figure 1, on page 8.

It was strikingly evident that the men had given considerable thought to the question of where their skills might be put to the most constructive use. As will be pointed out in the next section, the deepest resentment was found in those men who felt that their experience was being wasted and misused. Likewise, the most bitterness was evident in a group which for several weeks had been completely idle. They made it known, in no uncertain terms, that they did not like to sit around, and that they resented the waste of their time and skill.

1. Excerpts Illustrating Attitude Toward Further Duty. The material which follows is quoted directly from the interviews, and is as nearly verbatim as rapid note-taking could make it.

a. Strongly Desire Significant Work. The following excerpts are typical of 46% of the group.

"I came back wanting to go to the Sperry turret school. I had letters of recommendation for that, too, but they couldn't send me - didn't have the authorization. That was my choice. I'd been riding that turret for a year and a half, and I would have liked to dig into it and learn more about it and then go into turret maintenance and checking out new gunners. I would like to try to teach 'em what I know."

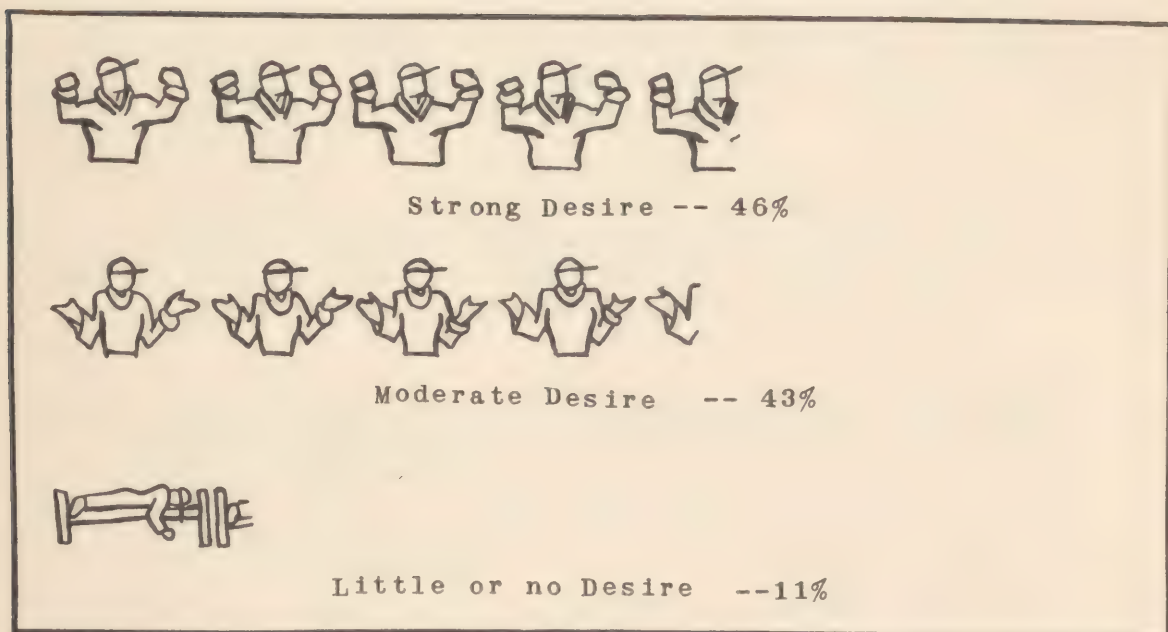


EX-COMBAT GUNNERS WANT TO WORK!

FIGURE 1.

STRENGTH OF DESIRE TO WORK AT SIGNIFICANT JOB IN THE ARMY
EXPRESSED BY EX-COMBAT GUNNERS

(N = 100)



"I'd like to advance in maintenance work - get into more refined aspects of it, such as instrument work, work on bomb-sights, things like that. I'm not cut out for an instructor, I'm a poor talker and can't handle men. I much prefer to work with instruments."

"I would like to be an instructor. I'd like it best if I could instruct in radio and gunnery, and would prefer to be in an advanced training unit."

"If I have to be an instructor, I'll do my best. But I want very badly to get pilot's training. I've passed the physical and mental examinations for it. I want to be a pilot and though naturally no one likes combat, even that has increased my desire to be a pilot."

"I want to be doing something helpful, not just sit around."

"I couldn't make 'em understand that my primary training and interest is in radio operation. I was chief radio operator in our squadron. I can't help but feel I would be more good in radio school. I visited Scott Field while I was on furlough. They have very few men there who have been in combat, and I would like to instruct in radio. I'm better fitted for that."

"I did ask to be an instructor, but I'd want to instruct in an OTU or an RTU. Not gunnery alone, but all the little things - how to keep from freezing, and the psychological effect of your first combat, and things like that."

b. Moderate Desire for Significant Work. These excerpts are taken from the 43% of the group who were judged to be moderately desirous of doing a significant job.

"I would like to work on the line, around the ships, as an armorer perhaps."

"I came back recommended for a cadet, but my wife was opposed, so I dropped it. They told me being an instructor was the only possibility so here I am. I'm afraid I would be a poor instructor. I would like to be a mechanic on the line. I'd just as soon stay here, or anywhere. The main thing is I want to get settled and bring my wife with me."

"I could be of the best use overseas in an OTU with the 8th Air Force, as a gunnery sergeant - training replacement crews, giving them pointers, making them a part of the squadron. I done that and I liked it. I wouldn't even object to occasional combat flying. My second choide. would be to be an engineer on the B-29, and I'd be willing to go to school to learn about it."

c. Little or No Desire for Significant Work. The statements which follow are representative of the 11% who were more concerned with personal comfort than with rendering vigorous service to the war effort, or adopted a "don't care" attitude.

"I volunteered for combat to do my share to put an end to the war. I feel as though I accomplished my goal and should be handled as though I have done my job."

"The Instructor's School is pretty good. I don't try too hard. I don't care for instructing, but I'll do it since they want it. I would like to be a cadet, but I don't think this back injury would let me through. I know I can't get into OCS."

2. Recommendation.

Recommendation #1. In view of these findings, the following recommendation is made. It is recommended that wide publicity be given to the fact that the overwhelming majority of returned combat gunners are eager and willing to continue to carry significant responsibilities in the Air Forces. This publicity will help to counteract a rather prevalent contradictory opinion.

B. The Prevalence of Malassignment. After interviewing each man, the interviewer considered the man's civilian and military training and experience, and his personal qualifications, and evaluated them in terms of his present assignment to the Army Air Forces Instructors School (Flexible Gunnery) as a potential gunnery instructor. His assignment was rated on a scale from Excellent to Very Poor.

1. The Assignments. It was soon evident that many of the men were seriously malassigned. The assignment was rated as Very Poor in 14% of the cases, Poor in 46%, Average in 14%, Good in 15%, and Excellent in 11%. It might be said that 60% of the men (those rated Poor and Very Poor) were definitely malassigned, while only 40% were satisfactorily assigned. These findings are shown graphically in Figure 2, on page 11.

Malassignments develop from two sources - poor classification and poor assignment. The case of Technical Sergeant S.H. (below) is an example of poor classification. He was less skilled as a gunner and less interested in gunnery than in aerial engineering. In many cases, the classification of the man is Good, but the assignment to duty or station Poor. For example, men who flew on B-24's as engineer-gunner have been sent to Fort Myers, which has no B-24's but has B-17's. At the same time, men with experience on B-17's have been shipped to Harlingen which has B-24's but no B-17's.

Two cases may illustrate the sorts of situations uncovered. The first is a man whose assignment was rated Very Poor, the second is typical of many who were rated Poor.

THESE MEN WERE NOT CAREFULLY ASSIGNED -

FIGURE 2.

QUALITY OF ASSIGNMENT

Adequacy of Assignment of 100 Ex-Combat Gunners,
as Judged by Competent Interviewers.



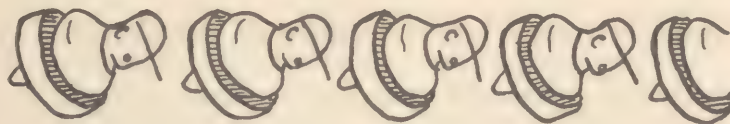
Excellent 11%



Good 15%



Average 14%



Poor 46%



Very poor 14%

AND THEY RESENT IT -

FIGURE 3.

ATTITUDES TOWARD ASSIGNMENT

Attitude of 100 Ex-Combat Gunners Toward Their Present Assignment.



Strongly Resentful 34%



Moderately Resentful 34%



Little or no Resentment 32%



Technical Sergeant S. H. has been in the Army since December 1939. He has training as an airplane mechanic and was assigned for six weeks to N. W. Airlines in 1941 to learn about the DC-3. He has held positions as AM, Assistant Crew Chief, Crew Chief, and Aerial Engineer. He has several years of experience in this type of work. He also instructed in turret operation overseas for three months in a training center for new crews. He has never had training in a gunnery school in the United States, though he had some overseas training, and has experience as a combat gunner. (25 missions from England.) He wishes to be assigned as an aerial engineer in the Air Transport Command or Ferry Command. He would also like to take training to become an electrical specialist.

Sergeant H. has the Air Medal and three Oak Leaf Clusters, and is recommended for the D.F.C.

Assignment judged to be Very Poor, since it uses none of his past specialized training and demands complete retraining in a field in which he is not interested.

Technical Sergeant J. O. is typical of many of the men interviewed. He has had five months of radio training at Scott Field, and six weeks of gunnery training at Harlingen. His MOS is RO Gunner. He has a strong letter of recommendation from his Commanding Officer overseas. His choice is to be a radio instructor at some middle-western field. He is not interested in gunnery or gunnery instruction, and regards radio work as his primary specialty. Assignment judged to be Poor, because it ignores the occupation for which he has the most training, and coerces him into a field in which he is not interested.

One point which impressed the interviewer was the fact that because of their training in military specialties, these men place a high valuation on their skills, and are very critical of gross waste of their technical proficiencies. In this respect they differ from the man who has just been inducted into the service. The inductee realizes that his civilian skills are not necessarily needed in the Army, and accepts more readily an assignment completely foreign to his previous work. This attitude is not characteristic of the experienced combat men in our group. They expect that the training which they have received in Army technical schools, and in operational training units, will be utilized. When it is not, their attitudes tend to become contemptuous and bitter.

2. Attitudes Toward Assignment. The interviewers discovered a very considerable amount of this resentment toward assignments. In thirty-four (34) cases the resentment was classified as "strong". In another 34% there was moderate resentment, and in 32% there was little or no resentment, or an expression of satisfaction with the assignment. (See Figure 3, page 11.) Concrete instances will, it is hoped, give a more vivid picture of the states of mind which were found.

a. Illustrations of Strong Resentment Toward Assignment. It is probable that anyone reading the following excerpts will agree that the 34% expressing such attitudes are properly classified as strongly resentful.

"I was interviewed by a corporal at Atlantic City. I told him I didn't want to have anything to do with gunnery! I want to forget it all. I've tried being an instructor and I was a flop at it. I taught in an AM school, and I was too damned rough with the men. I washed out too many of 'em. The Army knew I was no good as an instructor! I'm not going to be an instructor! I don't care what they do to me!"

"I don't want to be an instructor. I want to be an aerial engineer in the Ferry Command. I have been to an airplane mechanic school and I have been a crew chief. I spent six weeks with North Western Airlines learning all about the DC-3. I would much prefer to work along those lines than to be an instructor. The idea doesn't appeal at all."

"I can't understand why I was sent here. I haven't been a gunner. I've been a bombardier. I have never used a gun but two or three times and I've never fired at an enemy plane. At Miami Beach they started some dental work for me, pulling four teeth. I was there five weeks, then they shipped me out before they made the plates. Jeesis! I don't get it! Just because a half a dozen people are incompetent, half a hundred get batted around. They don't know if they're coming or going."

"I do not want to be an instructor. I would have preferred to be stationed on the line as an armorer. I would like it if I could be near home. I'm not a public speaker. I am not cut out for an instructor. I would like to have gotten into aerial engineering. I had also applied as a flying cadet, but my eyes wouldn't pass so it was become an instructor or take a chance of going back overseas."

"I am not interested at all in gunnery. I'm a radio operator and I am only interested in instructing in the flight end of radio work. I feel that gunnery training is a lot of bunk anyway."

"I want to be a cadet. I have passed the cadet training test, the physical and mental. They told us to report to the cadet board at our next station. They made us believe we would be stationed where we wanted and then they stationed me here when I wanted to be on the West Coast."

"If I am not a cadet, work on the line as an AM would be my choice or work in the ATC or Ferry Command. I am not interested in gunnery or gunnery instruction. I don't care for it. I didn't want to be a gunner in the first place."

b. Illustrations of Moderate Resentment Toward Assignment. The following statements are from the 74% who felt definitely dissatisfied and moderately resentful.

"I don't much care for gunnery instruction. I would be stuck in a camp like this, a concentration camp! They're strict; they have to be, but I don't like it. If I was stuck in a place like that, I'd be there for the duration. I'm more interested in instructing in air-to-air firing, or I would be interested in instructing in an OTU, where I could make practical application of what I have already learned."

"I am a radio operator and I think that my experience would be put to better use in radio than gunnery."

"My own plan would be to go to an AM school and then work on the line. I don't want to be a gunnery instructor. I don't want a monotonous job. I can't stand that."

"I wanted to be in radio maintenance. I have done some of that work and would like to learn more about it. I wouldn't like to be a gunnery instructor in a Training Command, but it would be a little better if I were in an RTU. I don't really want to be an instructor, though."

"I am finishing Central Instructors School now. I was told I had to take the course. I didn't want it at all. I have enjoyed some parts of it, but I am not a classroom instructor. The boys shouldn't have ex-combat instructors. The things I would tell them would scare hell out of 'em. Besides, I can't tell them what I think; I would have to teach the way we're instructed."

c. Little Resentment, or Satisfaction with Assignment. These attitudes are typical of 32% of the gunners studied.

"I put in for instructor in either armament or gunnery. I don't care much about going back for a time and so I wanted to be an instructor. I have always liked hunting. I used to take care of my own guns and repair them."

"I don't know for sure what assignment I'd like. I tried for OTU. I wouldn't mind instructing in aerial engineering or gunnery or armament. I wouldn't greatly care if I got some other assignment. I'm not too crazy about one thing - I could be an AM on the line, or work at some other job. I've found out it doesn't make any difference anyway - the Army just sends you where they want."

"If I'm qualified I'd like to be an instructor. I'm a radio operator-gunner, and have had radio school training, but I'd prefer to instruct in gunnery."

3. Relationship Between Assignment and Attitude. In considering the resentment of the men toward their assignments, the question was raised as to whether the resentments were expressed by those who were actually malassigned, or by those who were chronic complainers and "grippers". To answer this question a scatter diagram was prepared, in which the attitudes toward assignment were tallied against the suitability of the assignment as objectively judged by the interviewers. The clearcut results are shown in Table 1, on page 16.

It is clear from this Table that strong resentment is closely associated with poor assignment. Of the men whose assignments are excellent, only one shows any resentment, while those whose assignments are very poor show strong resentment in every case. It would appear that these men are not simply complainers, but that they do resent assignments which are poorly made.

In order to check this finding further, a study was made of the relationship between attitude toward assignment (item 20 of the Interview Analysis Blank) and other resentments regarding military life (items 21,22,23,24). There was no significant relationship. Evidently the resentments of these men are specific rather than generalized and tend to be based on fact rather than imagination. See Table 2 for the scattergram giving these facts. (page 17)

4. Other Attitudes Related to Assignments. One unfortunate effect of the malassignments and of the delay in making assignments, is that some of the men come to believe that the Army no longer wishes their services and that they have been placed "on the shelf". Of our group 15% have this attitude either in marked or moderate degree. Still another result is that a fantastic rumor has grown among the men that they are being deliberately mistreated by the Air Forces so that they will become so disgusted they will welcome a return to combat. While neither of these attitudes is very widespread, they are both highly destructive of morale.

A few excerpts from the interviews will illustrate this point.

"I'll tell you, the Army feels we've shot our lump. They think we've done what we can and that we're no good for anything more. So they won't let us be cadets, or try for OCS, but make instructors of us."

Table 1.

Relationship Between Assignment and Attitude
Toward Assignment of 100 Ex-Combat Gunners

Attitude Toward Assignment	Assignment					Total
	Very Poor	Poor	Average	Good	Excel- lent	
Little or no Resentment	--	7	2	13	10	32
Moderate Resentment	--	22	9	2	1	34
Strong Resentment	14	17	3	--	--	34
Total	14	46	14	15	11	100
Marked correlation between excellence of assignment and absence of resentment.						

Table 2.

Relationship Between Resentment of Assignment
and Other Resentments Toward Army of
100 Ex-Combat Gunners.

Attitude Toward Assignment	Scores of Other Resentments* (Items 21, 22, 23, 24)									Total
	4	5	6	7	8	9	10	11	12	
Strong Resentment	-	9	3	5	4	1	-	-	1	23
Moderate Resentment	5	7	8	4	6	2	1	-	-	33
Little or no Resentment.	6	8	5	5	3	2	-	-	-	29
Total	11	24	16	14	13	5	1	-	1	85
<p>*This crude score was obtained by counting S = 3, M = 2, L = 1 for each of the four items included.</p> <p>The conclusion is clear that the relationship is negligible.</p>										

"They didn't like us at _____ (Gunnery School). They hated our guts. There were 136 of us. They tried to make us do all sorts of things - we told 'em to go to hell."

"We were told we would have some priority in getting our choice, but we've found this isn't true. There's not a damn soul that wants us - and the civilians don't care who wins!"

"The whole idea at Atlantic City was to get you what you wanted and it didn't work out. There are too many men; also, most of us are suited only for combat, we're not suited for much else. Of course, we don't want to go right back and it's hard for them to know what to do with us."

"You know what I think? They give us the run-around, and keep us in this God damned hole for seven weeks doing nothing, just so we'll get so sore we'll be glad to go back to combat to get away from this whole God damned country! And that's just about the way I feel now!"

5. Summary of Material Relative to Assignments. The material regarding the assignments of these men, and the related attitudes, may be very briefly summarized in a series of statements:

The majority of the group is malassigned.

Two-thirds of the group feel definitely resentful in regard to their assignment.

The greater the degree of malassignment, the more bitter the attitude in regard to it.

The men who complain about malassignment show no tendency to be chronic complainers.

Poor handling of assignments convinces some of the men that their services are no longer desired by the Air Forces.

If these men were well assigned, it is obvious that a very large morale problem would disappear.

6. Recommendations.

Recommendation #2. It is strongly recommended that the classification of returning gunners be carried on by the most skilled classification experts the Air Forces can provide.

Recommendation #3. It is strongly recommended that the assignment of returned gunners, because of the considerable training and experience which each man represents, be made an individualized matter, with least possible emphasis on filling of quotas.

Recommendation #4. It is recommended that such assignments be carried through as made by the classification specialist.

Recommendation #5. It is recommended that the men should be given such special consideration in assignment as is possible, but extravagant promises should be avoided, both overseas and on return.

C. Combat Men as Potential Gunnery Instructors. Consideration of the qualifications as instructors of these men yields much valuable material.

1. Number Qualified as Instructors. A directive dated 22 November 1943 set up a series of qualifications which would be required of combat gunners for entrance into the Army Air Forces Instructors School (Flexible Gunnery). When these criteria were applied to the group of one hundred (100) combat gunners in this study it was found that only thirty-one (31) were qualified to enter the Instructors School, although it was understood at the field that all had been sent here for that purpose. The remaining sixty-nine (69) failed in one or more respects to measure up to the criteria.

This proportion, interestingly enough, is almost exactly confirmed by the experience of the gunnery school at Laredo, Texas. At that field twenty-nine (29) combat gunners were interviewed, and eight were found to be qualified to enter the Army Air Forces Instructors School (Flexible Gunnery).

2. The Application of the Criteria. The criteria which have been set up to screen out those qualified to become instructors will be considered in the order of their selectivity. (See Table 3, page 20, for this material in tabulated form).

a. Willingness to Become a Gunnery Instructor.

The directive states that in order to be selected for the Army Air Forces Instructors School (Flexible Gunnery), the man shall have "a willingness to be an instructor after the importance of the work has been carefully explained to him by an officer competent to do so". It was found that only thirty-five (35) of the men met this qualification, the judgment being based on a thorough and careful interview. If willingness were judged by the man's offhand statement, an even smaller number would meet this requirement, since many of them think of instruction purely as classroom lecturing, and reject it on that basis. At the same time they might tell of their satisfaction in "breaking in" new crews and teaching new men the skills of combat flying, showing a genuine interest in instruction.

There were sixty-two (62) men who were not willing to become instructors, and three whose attitudes were so uncertain that they were classed as doubtful. In general, the sixty-two (62) who were unwilling had good reasons for their attitude. Either they recognized their own lack of fitness for instructing, or they were much better qualified for some other assignment.

Because of the complexity of this seemingly simple question of willingness to be an instructor, steps were taken to devise a simple test of attitude toward instruction, in which the man's interest in supervision, demonstration and individual explanation would be measured, as well as his liking for classroom instruction. It is believed this will give a more satisfactory and objective picture of the man's actual willingness to carry on the duties involved in instruction.

Table 3.

The Qualifications of 100 Ex-Combat Gunners to
Become Instructors in the Gunnery Training Program.

<u>Qualifications for AAFIS (FG)</u>	<u>Per Cent Meeting Qualification</u>	<u>Per Cent Fail- ing to Qualify</u>
Willing to be a gunnery instructor (3% doubtful).	35%	62%
Graduate of a gunnery school	59%	41%
Satisfactory ability (AGCT of 120 or 110 plus college graduation or teaching).	61%	39%
High school education.	83%	17%
Satisfactory personality and stability.	85%	15%
Ability to express self satisfactorily.	91%	9%
Have had gunnery experience.	93%	2%
At least 3 combat missions	98%	2%
No visible wounds.	100%	0%
Meet all qualifications for AAFIS (FG)	31%	69%

The evidence gained from interviewing would corroborate the importance of this most selective of the criteria. The man who is basically and genuinely uninterested in instruction, and unwilling to teach, will not only make a poor teacher, but will infect others with his unsatisfactory attitude. The interview excerpts already given (see pp. 13 and 14) will make this quite evident.

b. Graduation from a Gunnery School.

While this is not specifically set up in the directive as a qualification for the Army Air Forces Instructors School (Flexible Gunnery), it has in practice become so, since combat gunners who are not graduates of a gunnery school are required to take the course in basic gunnery before entering the Instructors School. Consequently, it is of interest to know that 59% of the group are graduates of a gunnery school, 41% are not, but have received such gunnery training as they possess in operational training units or combat units.

c. Satisfactory Ability.

According to the directive this qualification may be satisfied either by an AGCT score of 120 or a score of 110 "if a college graduate or has had previous teaching experience." Of our group 58 qualify by having an AGCT score of 120 or more, and three others qualify by reason of college graduation.

It has been suggested that combat experience is more relevant to gunnery instruction than college graduation, and that an AGCT score of 110 is an acceptable minimum if the man has had at least ten combat missions. This opinion is shared by the interviewers conducting the study.

It is also suggested that aptitude and ability for instructional duty would be better measured by a test specifically designed and validated for that purpose, rather than by a test of general intellectual ability.

d. High School Graduation.

This criterion is next in order of selectivity. It is met by eighty-three (83) of the gunners, while seventeen (17) are not high school graduates. There seems no reason to modify this criterion.

e. Personality and Stability.

The previously mentioned directive states that the man should "possess the personality and emotional stability required to be an instructor, as determined by an interview by a competent psychologist." The interviewers conducting this study were inclined to judge this point rather leniently since there is evidence (reported later) that the whole group is improving in stability.

According to the standard adopted, eighty-five (85) of the men were judged to be sufficiently qualified in personality and stability to become instructors, while fifteen (15) were not.

f. Ability to Express Self Clearly and Effectively.

In this connection, too, the judgment was somewhat lenient, since training in speech is a part of the work in the Instructors School. However, nine of the men were so inarticulate or showed such speech defects as to disqualify them on this point.

g. Have Had Gunnery Experience.

h. Have Served on at Least Three Combat Missions.

All but two of the men met these two criteria.

i. No Visible Wounds or Injuries.

Relatively few of the men had suffered wounds, and none showed visible effects which would disqualify as an instructor.

3. Comparison of Qualified with Unqualified Men. The criteria set up for instructor selection not only choose men who have the specific qualifications named, but also tend to select a group which is more desirable and constructive in attitudes. The men who are qualified as gunnery instructors are much less resentful about their assignments, are much less upset about the uncertainty of their situation, are much more eager to carry on significant work, are less resentful of military discipline, showed less strain during combat, and fewer residuals of combat strain now, than the group which is not qualified. They are also more likely to be married than the unqualified group, more likely to be career gunners, and less likely to have been maladjusted before going into the service. The whole picture is that of a group which is more stable, less emotionally disturbed, more constructive in outlook than the group which does not qualify. There is every evidence that these men will become competent instructors with a satisfactory attitude toward their work.

Table 4 on page 23 presents these facts in tabular form. The items listed are all those in which sharp differences were shown. Several of the differences are statistically significant, and the total pattern is most assuredly not due to chance. On the whole it indicates that the criteria for instructor selection function well, though they can be improved in minor ways.

4. The Question of A Refresher Course. At the time this study was undertaken, all combat gunners were assigned to basic gunnery school for the regular six weeks' course, before going into the Instructors School. It was soon evident that this was a source of much dissatisfaction, particularly for the men who had completed gunnery school before going overseas. They were quite naturally indignant at having to repeat a course which they had taken earlier, alongside of men who had had neither the training nor combat experience. At a conference called to discuss some of the problems of the

TABLE 4.

Comparison of Gunners Qualified for
AAFIS (FG) With Those Not Qualified.
(Selected Items)
(N = 100)

	<u>Qualified</u>	<u>Not Qualified</u>
	(N = 31)	(N = 69)
Age (Median)	25.8	24.8
AGCT Score (Median)	127.	119.7
Number of Career Gunners	39%	23%
Marital status - married	48%	16%
Strongly resent present assignment	0%	49%
Strongly upset by uncertainty of present situation	6%	29%
Strongly desirous of doing significant job in the Army	71%	35%
Resent (strongly or moderately) military formality in U.S. as contrasted with overseas.	48%	70%
Showed marked combat strain during combat	6%	32%
Show marked combat strain now	0%	17%
Show marked symptoms of restlessness	3%	17%
Evidence of moderate or serious maladjustment previous to entering Army	6%	26%

combat gunner, it was decided to inaugurate a one or two week refresher course for combat gunners. This plan has already been put into effect successfully at the Army Air Forces Instructors School (Flexible Gunnery).

It is still the practice, however, to ask men without previous gunnery school training to take basic gunnery. It is a question whether this is necessary. It seems possible that the combat gunner who meets all the other qualifications for the Army Air Forces Instructors School (Flexible Gunnery) could satisfactorily do the work of that school after having had a refresher course. This is a point which needs experimentation.

5. Recommendations.

Recommendation #6. It is recommended that the criteria for selecting those returned combat gunners who are potential instructors should be changed to read as follows (new materials and changes are underlined):

a. A willingness to be a gunnery instructor as measured by the objective scale of attitudes toward gunnery instruction prepared by Psychological Research Unit No. 11 (Gunnery).

b. An AGCT score of 110. Ability and aptitude for gunnery instruction as measured by the Instructors Qualifying Examination prepared by Psychological Research Unit No. 11 (Gunnery).

c. At least a high school education.

d. The personality and emotional stability required to be an instructor, as determined by an interview by a competent psychiatrist or psychologist, or by appropriate tests.

e. The ability to express himself clearly and effectively.

f. At least ten combat missions.

g. No visible wounds or injuries.

Recommendation #7. It is recommended that combat men who qualify for AAFIS (FG) should take a one or two week refresher course before entering the Instructors School. This procedure should be tried experimentally even with those who are not graduates of a gunnery school.

D. Combat Strain as Experienced by Gunners.

1. The Number of Men Giving Evidence of Combat Strain. In order to have an adequate understanding of the combat gunner and his present adjustment, it is necessary to have some picture of the strain of combat as he had experienced it. Objective studies of operational fatigue and combat strain will necessarily be made first in the combat zone, as in the excellent observations coming out of the Tunisian campaign.* In addition to such studies, however, it will be important to know the residuals of combat strain as felt by the men, and the attitudes which they have toward their own experiences.

With such a purpose in mind the one hundred (100) combat gunners were interviewed regarding their attitudes and experiences during combat, and were rated by the interviewers as to the degree of combat strain they had shown. Such strain was regarded as being strongly evident when it interfered with the man's combat functioning to a considerable degree, while the ratings "moderate" or "little" applied to lesser degrees of disturbance.

It was judged (as will be seen by Figure 4, page 25, 26) that 24% of these men showed marked combat strain during their period of combat, 50% moderate strain, and 24% little or none, while in two cases insufficient information was obtained to form a judgment. The excerpts which follow will help to indicate the basis for the ratings.

2. Excerpts Indicating Combat Strain During Combat.

a. Attitudes Illustrative of Marked Combat Strain.

The following examples are characteristic of 24% of the group.

"I had had malaria and the latter part of August I got to feeling nervous. It got so that I was very hard to get along with. The adjutant called me a belligerent. Ordinarily I get along with anybody, but little things would irritate me far more than they should. I got along better than ever with the boys I knew and the crew, but relations with the ground personnel were very bad. I began to get insomnia and was sent to the hospital for two weeks where I got to feeling much better. I then talked with the psychiatrist and I think he found nothing wrong with me mentally. I said I could go through with the rest of my missions and the hospital O.K'd me for duty, but the Colonel thought otherwise and sent me home."

* Grinker, Lt. Colonel Roy R., and Spiegel, Captain John P. War Neuroses in North Africa. New York: Josiah Macy Foundation, September 1943 (Restricted).

COMBAT STRAIN

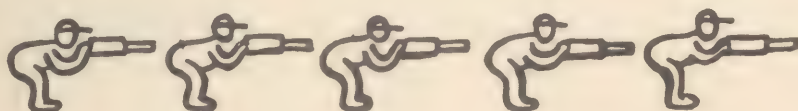
HOW BAD IT WAS - WHAT IT MEANS NOW

FIGURE 4.

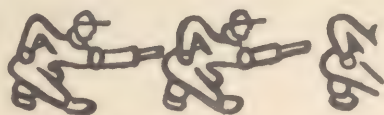
COMBAT STRAIN DURING COMBAT



Marked Strain 24%



Moderate Strain 50%

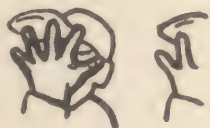


Little Strain 24%

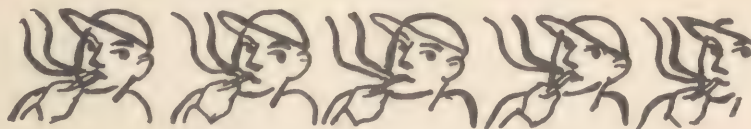


Unknown 2%

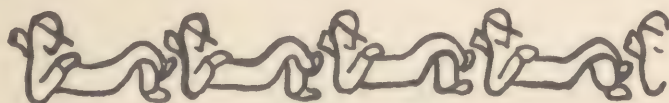
SHOWS PRESENT EFFECTS OF COMBAT STRAIN



Strongly 12%



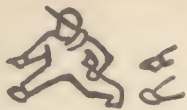
Moderately 46%



Little or no Effects 42%



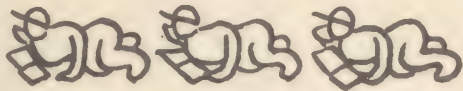
RESTLESSNESS AT PRESENT TIME



Marked 13%

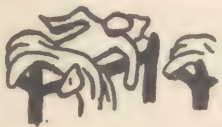


Moderate 57%

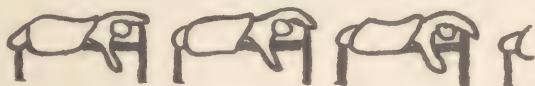


Little or None 30%

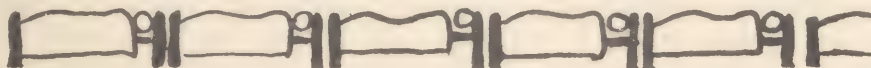
DISTURBED SLEEP AT PRESENT TIME



Marked 12%



Moderate Amount 31%

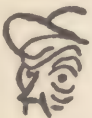


Little or no Disturbance 54%



Unknown 3%

NEUROTIC SIGNS AT PRESENT TIME



Marked Signs 6%



Moderate Signs 9%



Few Neurotic Signs or None 85%



"It was a suicide mission, that's what it was. We sent eleven ships from our squadron and three got back. I'll never forget that as long as I live! To tell the truth I still dream of it and when I go around, I'll find myself day-dreaming of it. When I was home on furlough, I slept with my brother and he said 'Never again!' because I had so many nightmares. When we got back from that mission and walked out of the plane we couldn't talk! You see planes going down all around you and you just know you're going to be the next."

"While I was overseas, I was very tense. I would worry and sweat and wonder where and when the next mission would be. Each mission I would get so scared I would swear I would never go again. Then I would weaken and go on the next mission. Once when I couldn't sleep I finally made up my mind I was going to refuse to fly. I got up in the middle of the night to go tell the CO that I wouldn't fly again. While I was on the way to his quarters, I lost my nerve and didn't tell him. It was bad. From the time you left England you were fighting over the channel and all the way. Planes were going down all the time. It was just a fight to get back. All I wanted was to get home."

b. Attitudes Indicative of Moderate Combat Strain. Note the many different sorts of behavior indicated in the excerpts which follow - excessive tension depression, anxiety, loss of efficiency, specific fears, disturbance of sleep. Notice also the hints of different methods of releasing tension - drinking, smoking, sexual behavior and "talking out" one's attitudes, the last probably being the most constructive.

"The first five or six raids I was scared stiff; then I thought, 'Well, if I'm going to get it, I hope to Christ today's the day!' Then after the 22nd mission or so, I was really sweating it out. I began to hope then that I would get through it safe. The first and last missions are the worst.

"On our 12th mission over Hamburg, we got hell shot out of us and the Flight Surgeon told us to quit. We went to a rest camp for seven days, bicycling and rowing in a beautiful part of England.

"If I knew I was going on a raid, I couldn't sleep. On a night like that you could see them lighting cigarettes all over the barracks. After our missions were over, I had a hell of a let down feeling for about two weeks. I didn't know whether I was glad or not. I hated like hell to leave the squadron. They were such swell fellows."

"After about twenty missions, it sort of got me. I got blue and nervous and nothing set right. I didn't give a hang what the heck happened. I just wanted to get away from everything. I got drunk and then when I was drunk I talked a lot to one of my buddies. Told him how I felt about this whole damned war. I never did figure out exactly what the war is about and probably never will. Talking to my buddy helped me more than anything else. I improved after that."

"In your first combat you're scared and still not so scared. You don't realize as yet what might happen. The first fighters I saw I just stood and looked at them. I didn't fire at them at all. At first flak doesn't seem so dangerous. You don't become concerned about it until you lose your buddies or see the results on your own ship. You don't see planes firing at you. Only once did I see tracers coming toward me. Then I was so scared I could scarcely turn my turret around."

"After about seventeen or eighteen raids you get to worrying more and more because one shell will do it. At first you're glad when you have an easy target, but toward the end even a raid over France no longer looks easy. You figure one shell will be enough. Toward the end you get more tense on every raid. On the last raid I was most tense of all."

"During the time I was overseas the fellows in our squadron would do things that they wouldn't ordinarily do. That applied to me too. There is a lot of filthy talk and filthy actions. We were restless. We would get homesick; there wasn't much to do. I never drank much before and I've stopped since I've come home, but out there I drank a lot and raised hell. Combat though, didn't bother me too much. I sort of left it to Fate, but the tropics are bad."

"Fellows do crack up. One fellow thought that Fortresses were invincible. He went on a mission and saw one blow up. He came back screaming that he wouldn't go on another mission but he went again. When he came back he was screaming again that he wouldn't go. He went on a third mission and was killed. Another fellow just 'froze' to his gun after a close call and when he returned he was in a daze. He didn't know his own name. He collapsed on the ground and was sent to a rest camp."

"On my twenty-fourth mission (twenty-five required in his theatre of combat) my efficiency was no good. I shot a lot and got nothing. The whole crew was so nervous that none of them were any good. For me, the strain was worse toward the last. Our whole barracks was wiped out except for our crew. You wonder when it will get you. It isn't so much the fear of death as it is the fear of falling or of burning or of being trapped. I never smoked until I went overseas, but I smoked then to keep my hands busy. Lots of times I couldn't sleep. When I knew there was going to be a mission I never could sleep."

c. Attitudes Indicative of Little Strain.

"I never had any trouble sleeping. You get tired out on a mission and sleep good. Some fellows had a hard time sleeping, but not me. It never made me restless neither. When the men had completed thirty missions, they were sent to rest camps, but I talked to the doctor and persuaded him to let me go ahead. I didn't need a rest."

"No one in our squadron went to pieces, though a couple of boys quit flying. I never missed a mission in my life. I did get a little more nervous. The worst thing was when we got a new pilot. We didn't have confidence in him, and I don't think he had confidence in himself. That was bad."

"Of course, you'd get scared on a mission, but after you'd dropped your bombs it was O.K. Everybody would give a big sigh of relief."

"Combat didn't seem to bother me at all. I was scared while we were over the target, but I slept all right and wasn't nervous. In some ways it has bothered me more since I returned. I realize that I was pretty darned lucky."

"Of course, I was scared but I got so I didn't worry too much. After a couple of narrow escapes, I felt that if I had come through those, I would probably last for fifty missions. It did make me pray more earnestly and go to church more, though I've always been a good Catholic."

"Flying gets in your blood. Several times I went up to Operations to ask to go on a mission, after I'd been on the ground a few days."

3. Relationship of Combat Strain to Age, Ability, Marital Status, and Early Adjustment. In reading excerpts such as the preceding, the question naturally arises as to why men react so differently. Why is it that some men are completely unstrung by combat experience, while others exhibit only a realistic degree of fear while actually in danger? A study of this sort, with limited numbers, and with limited knowledge of the men, cannot hope to provide the answer to this significant question. Because the matter is so important in the selection and training of gunners, some analyses are tentatively given which suggest avenues of more thorough investigation.

The degree of combat strain shown by the men was correlated against a variety of other items in an attempt to discover any observable relationships. These will be commented on briefly.

One possibility which was investigated was the relationship of combat strain to age. Table 5 below is the scatter diagram showing the facts. It will be readily seen that there is no significant relationship, the actual figures in each cell corresponding very closely to the chance expectations. It may be said that in our sample, within an age range of twenty to thirty-six, there is no relationship between age and evidence of combat strain.

Table 5.

Relationship Between Combat Strain During
Combat (Item 28) and Age (Item 1) (N - 100)

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

Age	Combat Strain During Combat			Total
	Little	Moderate	Marked	
30+	2 (2.5)	7 (5.0)	1 (2.6)	10
28, 29	2 (2.0)	3 (4.0)	3 (2.0)	8
26, 27	4 (4.2)	10 (8.5)	3 (4.3)	17
24, 25	7 (7.1)	15 (14.5)	7 (7.4)	29
22, 23	5 (5.7)	10 (11.6)	8 (5.9)	23
20, 21	4 (2.7)	4 (5.5)	3 (2.8)	11
Total	24	49	25	98
No significant relationship				

This finding, which was somewhat of a surprise to the investigators, is corroborated in a general way by the study of Colonel Grinker, mentioned previously. He states,

"We have found no greater incidence of neuroses in older men; most of our patients were in their early twenties."

A second area of investigation was the relationship of combat strain to general ability, the facts being shown in the scattergram in Table 6 below. Here a slight negative relationship was shown, there being a very slight tendency for the more intelligent men, particularly those with Army General Classification Test scores of from 120 to 130, to show less combat strain than the duller group. It would need a more objective study based on larger numbers to determine whether this is a chance finding. It is possible, however, that the more intelligent man is better equipped to have a realistic understanding of the combat situation, and thus can face it with more adequacy.

Table 6.

Relationship Between Combat Strain (Item 28)
and General Ability (Item 2).
(N = 100)

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

GCT Score	Combat Strain			Total
	Little	Moderate	Marked	
140 +	1 (1.2)	4 (2.3)	-- (1.5)	5
130-139	3 (3.1)	8 (6.1)	2 (3.8)	13
120-129	12 (8.9)	16 (17.3)	9 (10.8)	37
110-119	6 (6.2)	9 (12.2)	11 (7.6)	26
100-109	1 (2.1)	4 (4.2)	4 (2.6)	9
Below 100	7 (1.4)	4 (2.8)	2 (1.7)	6
Total	23	45	28	96
Very slight negative relationship.				

Still another relationship which showed some significance was that between combat strain and marital status. In Table 7 below, it will be seen that more than a chance proportion of married men showed little combat strain, and less than a chance proportion showed marked strain. The reverse is true for the single men. In other words, there is some tendency for married men to show less combat strain than single men. Statistically, when tested by the chi-square technique, it is found that there is one chance in ten that this trend may be due to chance. Certainly it needs to be studied in a larger group.

Table 7.

Relationship Between Combat Strain (Item 28)
and Marital Status (Item 3)
(N = 100)

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

Marital Status	Combat Strain			Total
	Little	Moderate	Marked	
Single	13 (16.7)	37 (35.7)	20 (17.5)	70
Married	10 (6.2)	12 (13.3)	4 (6.5)	26
Total	23	49	24	96
Slight relationship, married men slightly less liable to combat strain.				

Table 8 below shows the attempt to correlate combat strain with evidence of previous maladjustment. In general, the rating of previous maladjustment was based on the man's description of his early family and social relationships, particularly during his high school period. Admittedly, this is a crude type of measure. As will be seen, there is some variation from the chance expectancies, and on the basis of this material, it may be said that there is a slight tendency for combat strain to be associated with early difficulties in social or personal adjustment. There are exceptions to this tendency, however, as will be seen in the case of Sergeant Dixon, found in Part Five of this report. He is a soldier with early maladjustments, including delinquencies, who showed no evidence of combat strain.

Table 8.

Comparison of Combat Strain During Combat (Item 28)
with Pre-Service Adjustment (Item 33)
(N = 100)

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

Early Adjustment	Combat Strain During Combat			Total
	Little	Moderate	Marked	
Marked Mal-adjustment	2 (1.5)	3 (3)	1 (1.5)	6
Moderate Mal-adjustment	3 (4.5)	6 (9)	9 (4.5)	18
Little Mal-adjustment	19 (18.0)	39 (36)	14 (18.0)	72
Total	24	48	24	96
Very slight relationship.				

The question of relationship between theatre of operation and degree of combat strain was also investigated, but no significant correlation was found. Such a study needs to be made on a larger group, more evenly divided between the major theatres of war.

4. Summary of Findings Relating to Combat Strain. The material in this section may be briefly summarized as follows:

24% of the men showed sufficient combat strain to interfere with their functioning as gunners.

50% showed moderated signs of combat strain.

24% showed little or no combat strain.

The men with more intellectual ability, and the married men, seem to be slightly less susceptible to combat strain.

Age, in the men studied, does not seem to be associated with combat strain.

Family and social maladjustment in early years shows no relationship to combat strain, but the measure used is a very crude one, and may be inaccurate.

E. Combat Strain as a Present Problem.

1. The Factual Picture. To what extent does the returned combat gunner show evidence of continuing combat strain? This question is even more important for the gunnery program than the previous section. Figure 4, pages 26 and 27, presents the facts as they were analyzed from the interviews. Evidence of marked combat strain at the present time, sufficient to interfere with the man's functioning, was found in 12% of the group. Another 46% showed moderate strain, expressed in a variety of symptoms. There was little or no sign of combat strain in 42% of the group.

There were a wide variety of continuing reactions to combat. A restlessness and desire to be "on the go", seemed to be the most common. Nervous habits such as nailbiting, disturbed sleep and nightmares were also frequent signs of strain. Some of the men resented being with people, or found it difficult to be alone, or in some cases felt both these contradictory attitudes. A tendency to over-react to any emotional stimulus was mentioned by several. One point brought out by a number of men is the fact that dangers become more terrible in retrospect, as the full implications of the traumatic experience come home to the individual. This adds to the present disturbance.

A small number of men showed definitely neurotic tendencies - strong guilt feelings and symptoms clearly based on repressions, but these constituted only 6% of the total.

2. Illustrations of Present Combat Strain. Both the differing degrees of intensity and the variety of signs of strain are best shown by actual statements taken from the interviews.

a. Marked Combat Strain at the Present Time.

"I think I'm just about recovered, but I never will be the person I was. I am cynical and pessimistic and not as ambitious as I was. In gunnery school and CIS, if I didn't control myself I would go into a real fit of madness over some of the errors made. I've been eliminated from CIS. The instructor asked to have me taken out. I guess he saw that I was too likely to explode, to break loose in class. I didn't actually, but I was bad for morale."

"I have always had a violent dislike for airplanes, ever since I saw two planes crash when I was a youngster. This dislike has been ignored and I was forced into gunnery, so I went through with my assigned job. Now I don't want to have to look at another airplane! I feel tense and jumpy all the time."

b. Moderate Combat Strain at the Present Time.

"I've been more jittery since I returned than I was in combat. It's not so bad now, though. I'm restless and I can't keep still. I must keep on the move. I think I can take classroom work though."

"It didn't make a physical wreck out of me, though I am more nervous. I did have lots of nightmares, but not so many now. I still get jumpy. I go nuts, I tell you, if I have to just sit in the barracks. It's partly because I have nothing to do."

"My biggest trouble was the week or two after combat. It was such a sudden let-down. They sent me to a place where we had good food and nothing to do. I felt like a caged tiger. I ate my finger nails and couldn't settle down even to write a letter. I got over the worst nervousness after the first two weeks but I am not completely over it yet."

"I'm too restless. I'm more nervous now than when I was in combat. I have bad dreams at night - dreams of my buddies being shot down, and things like that. They're worse now than when I was in combat. That only started about a month ago. If I had a job, even on the line, it would help."

"I am nervous. It started overseas, biting my nails and biting my cheek and things like that. I've never done things like that before."

"I used to sleep all right in combat, but when I was home on furlough, my wife said I fought all night long. I guess I had lots of nightmares. I don't have many of those any more; all that remains is a tendency to be on the go."

The following quotation was given by a man who in one mission to Germany had been caught in a cone of search lights.

"I thought we were done for. We dived five hundred feet, one wing blazing and shot full of holes, but we made it back."

Speaking of his present attitudes, he says:

"You do get jumpy, of course. I was coming down here on the train. I must have drowsed off. The ground moving past the window seemed to be ground rushing up to meet our bomber. I thought we were 'coned' and about to crash. I yelled 'Pull out, for Christ's sake!' Everybody in the car heard me and I felt very foolish."

"It was no fun over there. Killing 20,000 people in Palermo on Mother's Day. I have nightmares yet about that."

"My family says that I aged fast in combat. I may be a little more nervous. I find that I can't talk to people without sort of hemming and hawing around. Before I went overseas, I was a salesman and I could talk to people all right."

"I'll tell you something silly that's been happening to me! In a movie where it is the least bit sad, I want to cry like a baby. I never did that before."

"I am better now, but I'm not so sure in flight as I used to be. I know too much about what can happen in a plane."

"When I first came back I was plenty nervous. I didn't want to have people around. On the train coming home it nearly drove me crazy, people talking and things like that. I just couldn't stand it. I'm getting better now."

"I was nervous when I came back. We all were. Toward the end there was more fighting among the crew. When I came back I didn't want to be alone. I still can't take it when people ask me about my experiences. I want to forget it all. I dream a lot and have a lot of nightmares. I didn't do that over there. I may still be a little nervous, but not much."

c. Little or No Combat Strain at the Present Time. Attitudes such as the following were typical of approximately 40% of the men.

"It seems as though I am quieter than I used to be. I noticed on the train that the men back from combat were very quiet. I slept all right over there and I've slept here after the first few days. I would like to fly again. I tried to get permission while I was at Tyndall Field."

"Even now, if there is a sudden loud noise, I jump out of my skin. I'm just a little more nervous now than I used to be. I feel that I have changed some but I have changed more for the good. I used to be very quiet, just speak when I was spoken to. Now I meet the public better and I don't run away from my troubles."

"I don't think it has had any serious effect on me, but everything in the Air Force seems dull by comparison to life overseas."

"The only effect combat has had on me is that I sleep much more. I have many weird dreams. Dreams of crashes and things like that, though I'm not in them. I didn't have nightmares in combat though many of the fellows talked in their sleep. Since coming from combat I take life in a more relaxed fashion than I did in civilian life. At that time, I drove myself and went in for a very gay life."

"As far as I am concerned, there are no great after effects except a slight nervousness. I completed my fifty missions. All in all, it's a splendid experience, perhaps, but I don't want to go through it again."

3. Relationship of Present Combat Strain to Other Factors. Endeavoring to discover some of the factors which might be associated with the residuals of combat strain, several possibilities were investigated. First was the relationship to ability. It was found, as in studying combat strain during combat, that a negative relationship existed. The more superior men, as will be seen from Table 9 below, showed less than the chance expectation of strain, while the less intelligent men showed a slightly greater tendency toward a greater than chance degree of moderate or marked strain.

Table 9.

Relationship Between Present Combat Strain (Item 29)
and General Ability (Item 4)

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

AGCT Score	Present Combat Strain			Total
	-Little	Moderate	-Marked	
130 - 150	12 (6.9)	4 (8.0)	1 (2.1)	17
110 - 129	26 (26.5)	29 (30.5)	10 (8.0)	65
90 - 109	2 (6.5)	13 (7.5)	1 (2.0)	16
Total	40	46	12	98
Negative relationship.				

In investigating the relationship of present signs of strain to earlier adjustment, a slight correlation was found. Those who showed little early maladjustment showed somewhat less tendency toward signs of strain. The evidence of this relationship will be seen in Table 10 on page 39. Definitely neurotic symptoms at the present time showed an even stronger tendency to be associated with early maladjustment. This correlation is definitely significant at the 1% level as Table 11, page 40 indicates.

Table 10.

Relationship Between Present Combat Strain (Item 29)
and Pre-Service Maladjustment (Item 33)

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

Early Adjustment	Present Combat Strain			Total
	Little	Moderate	Marked	
Marked Mal-adjustment	2 (2.6)	4 (2.8)	0 (0.6)	6
Moderate Mal-adjustment	4 (7.8)	8 (8.5)	6 (1.8)	18
Little Mal-adjustment	36 (31.7)	34 (34.7)	4 (7.6)	74
Total	42	46	10	98
Positive relationship				

Table 11.

Relationship Between Neurotic Symptoms (Item 32)
and Pre-Service Adjustment (Item 33)

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

Early Adjustment (33)	Neurotic Symptoms (32)			Total
	None	Moderate	Marked	
Marked Mal-adjustment	3 (5.0)	-- (0.5)	3 (0.4)	6
Moderate Mal-adjustment	10 (15.4)	5 (1.5)	3 (1.0)	18
Little Mal-adjustment	71 (63.5)	3 (6.0)	-- (4.6)	74
Total	84	8	6	98

A definite relationship is suggested, present neurotic symptoms tending to be associated with early maladjustment.

Again there is found to be just a suggestion of a relationship between marital status and signs of strain at the present time. Again the difference is in favor of the married men, although the relationship is not statistically significant. Table 12, below, gives this data.

Table 12.

Relationship Between Present Combat Strain
and Marital Status

(The numbers in parentheses are the numbers which would be found in each cell if pure chance were the only factor operating.)

Marital Status	Present Combat Strain (Item 29)			Total
	Little	Moderate	Marked	
Single	31 (30.1)	31 (33.1)	10 (8.8)	72
Married	10 (10.9)	14 (11.9)	2 (3.2)	26
Total	41	45	12	98
Negligible relationship.				

4. Summary and Discussion of Present Signs of Strain. Briefly, one man out of eight shows residual effects of combat sufficient to interfere with his work.

One half the men show moderate signs of strain, particularly restlessness, nervous habits, nightmares, emotionality, irritability.

The number of men showing strain now is much less than the number showing strain in combat, indicating much improvement during a period of a few months.

In general, the men of superior intelligence, and those whose earlier adjustment was good, show less tendency to exhibit symptoms of strain.

In view of these facts, it is clear that a certain amount of special handling and special attention needs to be given to these men. They are, on the whole, a "jittery" lot, and may be expected to over-react to many types of situations. It seems certain that their state of mind is not helped by the period of from two to six months of complete idleness which most of them have experienced. The feeling of many of these men that their condition would be improved by being assigned to useful work seems psychologically sound.

5. Recommendations.

Recommendation #8. It is recommended that in selecting combat gunners as potential instructors, special attention be paid to screening out men who show excessive signs of combat strain such as restlessness.

Recommendation #9. It is strongly recommended that the present policy of allowing combat gunners to remain in idleness for periods up to six months should be drastically changed. Assignment to useful work within a month of the time the man has completed his furlough should be the goal.

Recommendation #10. Officers who are to deal with combat gunners should be informed of the psychological disturbances which they may expect to find in these men and methods of dealing with them. A pamphlet might be the best way of accomplishing this.

F. Attitudes Toward Military Leadership and Discipline.

1. The General Attitude. On one point the combat gunners were unanimous, and that was in their analysis of the difference between United States camps and overseas combat bases in respect to military leadership and discipline. They pictured the overseas leadership as being much less formal, based more on a teamwork relationship, with respect for officers a genuine respect rather than a matter of rules and regulations. They were in complete agreement that overseas the niceties of military courtesy and military routine were greatly minimized. Discipline overseas, they felt, was the discipline

of a clear objective. A man felt responsible, and wished to play his part, and hence did the things which the situation required. As one man tried to put it into words, "the Army overseas was guided more by its conscience", by its own sense of responsibility.

The men were almost completely unanimous in regarding this overseas situation, with its emphasis on leadership rather than command, on responsibility rather than external discipline, as being much more effective in getting the job done. It was plain that many of them questioned the efficiency of the stress upon formality in this country. Others believed that a more rigid approach was necessary (in their minds, unfortunately necessary) because of the larger numbers of men, and because purposes and objectives are not clear on this side of the water.

A very considerable portion of the men were definitely resentful toward what they regarded as the excessive military formality in this country. After having been engaged in a full tour of combat missions, a man does not take kindly to restrictions planned for raw recruits, or to meticulous criticisms for inconsequential matters. Of the group interviewed, 23% were found to be strongly resentful, 40% moderately resentful, 31% showing little or no resentment, while in 6% the attitude was not determined.

2. Statements by the Men Regarding Military Leadership. It will be best in presenting this topic, to let the men speak for themselves. The attitudes vary from resentment to acceptance of the present situation, but it will be noted that whether resentful or not, all but one of the men regard the overseas type of leadership as preferable.

a. Attitudes of Strong Resentment Toward Situation Here.

"There's a hell of a difference. There isn't the need for rigid discipline and living routine over there. Everybody is working for clear objectives. Everybody's work is important. I'd say the Army overseas is guided more by its conscience than it is here. It's difficult to get back into routine here."

"Over there the officers and enlisted men work together and eat together. Back here, though, X Field was a chicken outfit. A combat man was lighting a cigarette and didn't see an officer, and the officer bawled him out for not saluting. The way they work it overseas is a damned nice thing. You get more done. Over there, if an officer is chicken, he doesn't get anything done. Over there you call officers by their first name. The officers and men built their own tent floors and did all their work together. It is hard to get back in the routine here."

"There's a good deal of difference between overseas and here. Over there the officers are more friendly, they're not trying to be better than the enlisted man. The enlisted men are just as important as the officers. Discipline was really better there than here. The men did things because they wanted to, and not because they were ordered to. Our first CO was a young fellow, twenty-three years old, who was later killed. He would play football with us, and join right in. We called him by his first name. But when he was with other officers we'd salute him and give him respect. Back here, though, some officers are very petty. I heard one officer bawling out a combat man, pounding his desk and saying, 'This is War!' How does he know it?"

"I don't like this military courtesy stuff. After you come back it makes you mad. I don't want to go through what a rookie goes through. I hate to have some Pfc barking at you; 'You fellows think you're smart because you've been overseas!'"

b. Statements Illustrating Moderate Resentment.

"There is a lot of difference in discipline. Over there our officers often went around in bathing suits. They even flew in bathing suits, as we were doing a lot of low level work. It would be ridiculous to salute an officer in that sort of dress, or to say 'Sir' over an interphone when there are fighters coming in. You get things done much better when you are informal like that. Once in a while some officer would try being strict, but it didn't last very long."

"I believe that an organization can be run more efficiently without a lot of 'boy' stuff such as being 'gigged' for a match on the floor. After you have been on fifty combat missions, it is hard to see how having an exact order for hanging your clothes is going to kill another Jap."

"There is no military formality. We called our Colonel 'Coach' when we flew with him. If you called him anything else, he would 'chew' you. If you were on official business you would salute him, but not otherwise. It gripes me here to have to salute the guys who fly AT-6's. Of course they have to have more rules here because there is a larger number of men, but I think that overseas it was much the best arrangement."

"Overseas they respect a man. Here they don't give a damn about him. Over there you salute Colonels, of course, but in your own squadron an officer would just as likely as not thumb his nose at you if you saluted him. I don't find it too hard, though, to get back into the system here. The trouble with combat men is that they think they've been through it and are better than anyone else."

c. Statements Illustrating Little or No Resentment.

"The discipline is much more lenient over there. You get to know each other. There is much more companionship. It hasn't been hard for me to get back, though, for I was stationed near Algiers after I had finished combat, and it was pretty military there."

"In my crew there were four officers and three enlisted men. We trained as a crew and got to know each other here in the States. When we flew, all rank was barred. We slept together, ate together, and the officers stood in chow line with us. The Colonel very often helped serve chow. Everyone did their work and we got along fine. I like that better, but I don't find it hard to get back into camp life here."

The following quotation is from the one man who felt that the informality did not make for efficiency.

"In our squadron, we never saluted. We treated our officers with respect, though. About once a month the adjutant would bawl us out for not saluting. The officers had a separate mess, and lived away from us, but we were with 'em all day. I think that the more restrictions there are, the more cooperation you get from the men. I don't think an officer should ever be intimate with an enlisted man."

No matter what the philosophy of leadership one may hold, the fact must be faced that these combat men are being asked to make a very quick transition to a different type of leadership, for no reason that they can see. A discerning comment by a combat man from another field illustrates this.

"Combat men do not object to ordinary military discipline, but they do object to the rapid change from combat discipline to the kind they have on bases like this. We are expected to make the change overnight, and if we don't we get 'gigged'."

3. Questions Regarding Army Leadership Policies. The questions that are raised by the attitudes of the men toward leadership are very profound ones. Different individuals both in the Army and out have differing philosophies of leadership. The shocking fact is that there is no research which would give even partial answers as to what constitutes effective leadership in a military situation. There are very few satisfactory studies of leadership in any situation. It is unfortunate that neither psychologists nor military men have taken the initiative to set up carefully controlled studies which would determine the principles and methods of effective leadership in a variety of situations. As it is at the present time, policies of leadership are determined purely by subjective opinion, without any scientific backing.

4. Recommendations.

Recommendation #11. It is recommended that officers dealing with combat gunners adopt, insofar as possible, methods of leadership which will utilize the informal "team loyalty" attitudes which the men have developed overseas.

Recommendation #12. It is recommended that long range research studies regarding principles and methods of effective leadership in a variety of situations be undertaken by designated Psychological Research Units in the military services, or by civilian scientists under the National Research Council, or both.

G. General Morale. It is important, not only to the Gunnery Training Program and the Air Forces, but to the country, to know something of the general morale of the returned gunners. How do they regard the civilian war effort? What is their viewpoint toward the future? What is their view toward returning to combat? The answers to these questions would assist in evaluating the strength of purpose of these men, and the degree to which they are wholeheartedly devoting themselves to a clear and common goal.

1. The Motivation for Fighting. Unfortunately, the question of motivation for war was not made a topic of regular investigation, and the only evidence which was gained is that which came spontaneously. No conclusions can be drawn from the data which follows, but it suggests that for a considerable group the purposes of the war were not clear, and the motivation for combat was far from satisfactory.

The following comments by the men deserve careful consideration. Some of the men stress their general uncertainty as to the basic reasons for fighting the war.

"I never did figure out exactly what the war is about and I probably never will."

"I don't think either the gunners or the officers have any real idea of what we are fighting for. We are all too remote, I guess. It makes better fighting men to have stronger motivation. There was a Polish squadron in England that was just dying to fight the Germans. They had to ration their gas to keep them from crossing the channel to get at the Germans in their little training planes with one .30 caliber gun. When you have a group that wants to fight like that, I think they have fewer casualties than we do."

"On furlough I was kinda put out. People go around as though there is no war or anything. Of course, I used to ask myself overseas what I was fighting for and I didn't know, except to get back home alive."

"The question of whether the fellows know what they are fighting for is a stickler. They don't talk much about it; they are definitely out to finish it quick and get home. Some of them get pretty cynical as to what it is all about."

Other men who were interviewed told of the development of motivations of revenge when buddies were lost.

"We were shot down on our sixteenth mission. My parachute caught and ripped and I fell too hard and hurt my back. Another fellow fell out of his parachute. After we got back, the flight surgeon told us we could stop, that we had had all that men could take. The pilot quit and took a ground job but the enlisted men wanted to go on and get revenge. We kept close track after that of the planes we shot down. We really wanted to get them. It became personal."

"In the Bismarck Sea battle, one of our planes was lost. The crew bailed out and was strafed as they were parachuting down. After that we strafed life boats and everything else."

A few of the men were cynical or mercenary, or both.

"I'm only twenty-one years old and at this time rainbow colored dreams don't seem attractive. I wasn't fighting for ideals or democracy. I simply did it for the same reason I joined the Army in peace time. I like guns and I enjoyed combat. I fought for \$173.50 a month and nothing else."

The need of helping gunners form clearer ideas as to why they are fighting, and what they are fighting for, is all too apparent from these quotations. The material is doubly significant when it is recalled that many of these men were volunteers rather than selectees, and that all of them had volunteered for the gunnery program. It would seem that their motivation might be stronger than that of men now going through the program.

2. The Attitude Toward Civilian War Effort. In their feeling toward civilians and the civilian war effort, there was perhaps a greater range of attitudes than on any other topic covered. Some men were bitterly critical of civilian shortcomings, while others were surprised and grateful at the way in which civilians were putting themselves into the war effort. It would take a more extensive study than the present one to determine the factors responsible for these differences.

Of the one hundred men, eleven were classified as strongly critical of the home front, twenty-one moderately critical, and forty-one relatively satisfied or fully satisfied with civilian efforts. In twenty-seven cases the attitude was not determined.

The following statements are typical of the strongly critical group.

"I think the best damn thing we could do is bomb half a dozen towns here! The people don't know there's a war on! If they had seen the people over there -- they think they do without things in this country, but if they had seen the people over there! They just don't know how swell it is over here! We take so many things for granted."

"We don't go on strike over there! It makes me mad the way people spend money here, and go on strike for every little thing!"

"I was a little disappointed. There's no war here, if you're not in the Army. People don't realize there is a war. They haven't the foggiest notion of what the fellows are doing. That was a big let-down. You hear so much about what they'll do for fellows when they come home, but - it doesn't seem genuine. I'm not angry, but just disgusted, especially when I hear people complain."

"The thing that really makes me mad here is waste! Manpower, gas, tires, everything. I wonder what we'd produce if we were being bombed every night!"

"At home I went to a football game - I've always enjoyed 'em. But all that life and gaiety and luxury - it just makes you so mad, I never even noticed half the game, I just got madder and madder.- even though I know they can't help it."

Moderate attitudes of criticism were expressed very often in terms of the first of these two quotations.

"People are too optimistic. It's going to be long and rough."

"My home town seemed very normal. I was not favorably impressed by the free spending and general luxury. Miami Beach was especially disgusting. I think it's a poor place to have men come home."

Approximately one-half of those voicing an opinion were favorable in their remarks.

"I was surprised to find people here doing as much as they are. I come from a small town, where people are very independent, and I didn't think they would do much about the war. They went way over the top in the bond drive. I wouldn't have thought they'd have done it."

"I was king of the pile when I got home. Everybody noticed the ribbons I had and things like that. From the way they talked, you'd think I'd won the war single-handed. They didn't think of the things they're doing and all the materials they're producing. The equipment we got overseas was just tops."

Many of the favorable reactions were strongly tinged with a personal flavor, as might be expected.

"At home I was the local hero. I really appreciated everything that they did for me because the people were really sincere. I noticed a great change in their attitudes. I think the people really do know there's a war on. Anybody who says different ought to be shot."

"The home town looked great! My reaction to civilians is that if they're civilians, they're lucky. The only thing I didn't like is the number of young girls hanging around on the streets."

"The home town seemed pretty much the same, and it was pretty nice to collect all that hero worship. Civilian attitudes are all that I could expect."

"Everybody treated me swell. I'm from a small town and so far I'm the only man who has returned from combat, and everybody knows me. You're kind of a hero. It's O.K. My folks are foreign. They can't read or write. They don't know much about what we've been doing. When I arrived in England, my little sister wrote me hoping I'd kill a thousand Japs!"

The picture of attitudes toward civilian life is hardly portrayed adequately without mentioning the extreme shallowness of some of the responses, indicative of a most superficial and immature reaction.

"Things in the home town were O.K. when I could see 'em. I had been away from good whiskey for eleven months, and I was drunk twenty-four days out of twenty-four."

"I was disappointed in things. The beer joints close at 11:30 and on Sunday. The trains are awfully crowded too." (This was the reaction of a man with superior intelligence, according to his Army General Classification Test.)

3. Attitude Toward Post War Plans. The morale of any group is closely associated with its own view of the future. What are the plans of these young men regarding their own personal occupational future?

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Of the men in this study, 43% have plans that are clear and definite! They know the job they want, and they expect to get it. For the most part their plans seem realistic.

"I was a die-setter for two years. I'd like to go right back to the Illinois Tool Works. When I was home on furlough, they told me they would give me my job back."

"I was sales manager for an automotive equipment firm. They paid me darn good money. They're holding the job for me. I might accept that or go in with my brother as a partner and executive in his manufacturing business."

"Before I went into the service, I was a food salesman on the road for two years. I liked it and I want to jump right back into it."

The majority of the men are not so fortunate. Their plans are in all instances uncertain, sometimes completely vague, and occasionally touched with pessimism.

"I haven't the foggiest notion of what I'll do after the war. I'm leaning on my father-in-law, who is in a printing concern. I think I can get a job with him if I need it. All I'm doing now is salting away the dough."

"After the war is over I might stay in the Army if I could get a commission and get training as a navigator. I like to fly. I wouldn't make any definite plans right now though."

"I might finish my engineering education and get a job in that line or I might spend all my time visiting the friends I knew in the Army."

"I might stay in the Army if I got a break. If I leave, I'd have to make a new start. I don't know what I'd do."

"I don't have any plans. I never make plans. The things that I've planned for never come to pass. Every time I've told my family I was coming home on furlough, it didn't happen. So I'm not making any plans for after the war. I don't think the war will end soon, and it's too far off to do any planning anyway."

When it is realized that these men are rather more mature than the students now going through gunnery school, the fact that more than 50% of them do not know what they will do gives some notion of the extent of post war guidance and adjustment which will be necessary. Of these men 22% had held no permanent job before entering the service, 64% had held a permanent job with which they were satisfied, and 13% had been unsatisfied with their work. It is clear from these figures that a sizeable proportion of men who

were previously content in their work do not expect to go back to it. Hence there is a general attitude of uncertainty about the future - not necessarily pessimistic, but definitely insecure.

4. Attitude Toward Return to Combat. One test of a man's morale is his willingness to continue the fight. In the present war the distance of the combat theatres from home has changed this situation in striking fashion. It is, nevertheless, of interest to know something of the attitudes of the group toward return to combat.

Curiously enough, it is the impression of the interviewers that this attitude may be more transitory than many of those investigated. Time will undoubtedly affect the man's viewpoint, and even temporary mistreatment or mal-assignment may cause a man to be willing to return.

In general it was found that 60% were opposed to an early return to combat, either strongly or moderately. Only 20% showed little or no opposition. When asked concerning eventual return to combat, the figures are quite different. "Eager beavers", definitely willing to return to combat, constitute 14% of the group. Another 50% are moderately willing to return in the future. Definite opposition is shown by 23% and in 13% the attitude was not determined.

Some of the gradations of attitude may be illustrated from the interviews. It will be noted that a number of those most willing to return are motivated by discontent or discouragement, rather than by any stronger purpose.

"I've got to get away from this school here! I'd like to go back across to combat. I know it's foolish, but I don't have a hell of a lot to lose, and I have a job there that I could do probably better than these students."

"I feel as though I should be back in combat. I feel so damn useless. I feel I'm not doing anybody any good. I keep asking to go overseas but I might back out of that if it were given to me."

"I wouldn't mind going overseas again but I wouldn't fly in combat. I guess I would if I could fly in the Pacific. I don't feel like flying fifty more missions though."

"After I'd been back a few months I got sort of disgusted and asked to go back to combat. I probably wouldn't be any good the second time. I would be too scared. I wouldn't go back to the same theatre (England). It's too rough. I'd like to fight the Japs."

"After the bad time we had in Colorado, three of us overseas men who washed out put in for overseas again. We'd have gone if they had promised us that we could go to China. We were pretty much disgusted. I'm glad now that I didn't go. I don't know if I could take it. I'm afraid I'd break down after about one mission."

"I don't care much about getting back into combat soon but I might like to go later if I could go over Japan. I can't take high altitude trips though where it is cold because I froze my fingers."

"I had rather not return overseas. Still, you feel as though you are missing something back here. I think I could stand it."

"I'd go back on some ground crew job but I wouldn't go back to a flying job."

"I don't want to go back but if they say I've got to, I will."

"I don't want any part of going back to combat! If they needed me badly, I'd go, but I don't feel like going when there are so many fellows sitting around not doing a damn thing."

"I'd go before a firing squad before I'd go back! I don't think a fellow could take more than fifty missions."

5. Summary of Morale Attitudes. The findings in regard to morale may be put briefly. In our group of men it is evident that there are many who are unclear as to the purposes of the war. A majority of the group feel that they are "backed up" by the home front, but the remainder feel moderately or deeply critical of civilian war efforts. More than half of the men are doubtful as to what they will do after the war, and thus lack the stimulus of a clear-cut post-war goal. Present attitudes would indicate that more than half of the group are willing to return to combat eventually, but in a considerable number, the reason for this willingness is disgust and dissatisfaction with conditions here, or with themselves.

6. Recommendations.

Recommendation #13. It is recommended that a carefully planned study of motivation for combat be conducted among gunnery students by Psychological Research Unit No. 11 (Gunnery).
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Recommendation #14. It is recommended that all gunnery schools, and particularly the Army Air Forces Instructors School (Flexible Gunnery), develop a vigorous educational effort designed to assist gunners-in-training to formulate and clarify the goals for which they are fighting.
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PART THREE

OBSERVATIONS OF PERSONALITY FACTORS RELATED TO GUNNERY SUCCESS.

A. Sources of Psychological Strength. One of the important problems in gunnery selection is to know what type of individual, what sort of person, will be able to function effectively in combat, utilizing to the full the technical training he has had. It would be most advantageous to know which men would be relatively successful in withstanding the strain of combat, and thus make the best gunners. While an exploratory study of one hundred (100) men cannot hope to provide final answers to this problem, certain tentative trends may be observed in the material, upon which hypotheses may be formulated for later testing.

Throughout the interviewing, spontaneous statements from the men not infrequently gave evidence of some of their sources of psychological strength. Some of these statements are worthy of presentation.

A number of men, for example, stress the importance of being a congenial member of a social group, finding security and strength in this fact. The three excerpts which follow will illustrate this factor.

"I drank very little. On two-day passes I might do some serious drinking, but not otherwise. I played a lot of bridge, too. There is always plenty to do on the field with the other fellows. You felt very close to the crew and would feel 'If you can do it, God damn it, I can too!' You don't want to let the crew down. After you have been on a tough trip like Hamburg, Kiel, or the first Schweinfurt raid, you feel a sense of pride."

"Toward the end, I was very close to cracking. The forty-sixth and forty-seventh missions I really sweated out. The last three were not quite so bad. After a mission, I just felt nervously exhausted, so weak I couldn't do anything but sleep. I was somewhat irritable, too. Lots of that depends on your crew. If it is a good-natured crew and you have confidence in them, that helps a lot. Some crews fight among themselves a good deal. They haven't been trained so long together. You have to get to know each other and get confidence in each other and in your pilot. I had three pilots, but the second and third had been co-pilots on our ship before they became pilots. It would have bothered me if they had assigned a new pilot whom we did not know."

"I think ninety per cent of the battle is morale. We had a good gang. The other crews thought that we were crazy, we were always having such a good time together."

Other men who had withstood combat well gave clear evidence of an unusual degree of security in their family relationships. While they did not necessarily see any connection between this fact and their steadiness under strain, it is not unlikely that there is such a connection. In some instances it was the parental family with whom the men felt very secure. In some cases, it was the wife who provided a very important emotional anchorage. With others, both of these types of security were very marked. All three situations are illustrated in the following excerpts.

"I came from a family of five children. I am the middle one. We were a very close knit family. My mother always told us to stick together. We lived next door to my grandparents, so I really had two homes I could go to. We had lots of relatives too. They always kept in close touch with each other. Ever since I have been in the service, I would get a letter just about every day from some member of the family. Our home was quite religious. We were a congenial family. We didn't quarrel much, just occasional family spats."

"For two years I have wanted to be with my wife. I thought when I returned I could have her with me. They tell me they restrict you a good deal here. As far as I am concerned, it is foolish. I would get further if I could have my wife here and study at home. My wife would be a good critic in helping me become an instructor. She could correct my speaking and things like that." (Many of the men were, of course, eager to have their wives join them, but this man showed by his tone of voice, as well as his expressed attitudes, how much of his security revolved around his wife.)

"My wife is living with my grandmother since I returned. I was married while I was in the Army - married in January and went overseas in March. This was the first time that she had met my folks. They were crazy about her. When I am stationed, she will join me. I have always gotten along well with my family and they are very proud of me now."

Another source of security and strength, psychologically very similar to the above, was the evident support gained from religious faith. It was clear that the aspect of religion which was significant for resistance to combat strain was not so much its stress upon moral values, but the sense of personal support which religion can give. Two of the spontaneous statements illustrating this point are as follows:

"I found one thing. A fellow gets a lot of religion over there. Fellows who haven't been to church for ten years begin to get religion. When you come through a tough mission, you feel there is somebody up there besides yourself."

"I have had an awful fear of going to certain targets, but I have always gone on the flight. A few fellows I know have gone to the doctor to be grounded. Of course, my home was very religious and the way I was reared I have no great fear of things that way."

An additional statement by one of the men illustrates both the place of family relationships and religion in supplying emotional security.

"My father's a foreman in ---- Manufacturing Company. I have two sisters and a brother. We are pretty close as a family. My sisters are married but still they come home a great deal. I had been going with my wife for four years before we got married. (Married while home on furlough) Letters from her and from my family meant everything to me while I was overseas. I was really bothered if I didn't get some mail." Questioned about family relationships, he said: "I guess I feel a little bit closer to my mother than to my father." In regard to religion: "My family is quite religious and I am a good Catholic. I believe I did a little more praying overseas, but I have always been religious."

A further observation by one of the men as to the type of personality which is able to resist strain is pertinent here. It is an observation which is corroborated by the interviewers.

"One fellow in our outfit quit flying and refused to go on another mission. Before he left the States he was saying 'Let me at 'em!', but after five or six missions, he quit. It's the quiet ones who can take it."

B. A Hypothesis Regarding Ability to Function Effectively as a Gunner. In order to carry further this investigation of the elements which might be involved in the ability to withstand combat strain, the material regarding men who showed much combat strain was carefully compared with the information regarding men who seemed little affected by combat. Out of this consideration, some additional factors appeared, in addition to those already mentioned. On the basis of this comparison, a hypothesis is offered regarding the psychological elements which are associated with ability to withstand combat strain. It is a hypothesis which may be adequately studied by further objective research. It is offered here for consideration, not as a statement of proven fact.

It seems probable, from the data of this study, that the individual who is able to assimilate satisfactorily the experience of combat will possess some or all of the following characteristics to a greater degree than the individual who goes to pieces under combat experience. (The elements which follow are listed in no special order, since the order of their importance is unknown.)

1. A High Degree of Security in a Social Group. The individual who possesses this characteristic is social, cooperative, loyal to his crew, his team, or his group, forms strong emotional ties to the members of the group, is congenial with them. The case of Sergeant McIntosh, in Section Five of this report, pictures an individual who shows this characteristic very strongly.

2. A High Degree of Security in Family Relationships. The man who exhibits this characteristic has strong and congenial relationships with members of his own family - parents, brothers and sisters, and/or wife. While not unduly dependent upon his family, there is a strong sense of support and security, of psychological backing.

In some instances, men who show this characteristic do not rate high in the first characteristic - that is, are not particularly social or cooperative. In other instances the man possesses both types of security.

3. Security in Religious Faith. This, in its psychological effect, is very similar to Number 2 above. The man feels a sense of support and psychological backing from the forces of the universe.

4. Independence. This characteristic is shown by the man's economic self-reliance, earning his own way through school, starting a new business, or by a more general willingness to be on his own, to undertake responsible ventures.

It may seem that this characteristic is at variance with security in the family and group. Actually, it is probably the individual who is emotionally secure who is able to be genuinely independent.

5. Clear Purposes and Goals. It seems to be characteristic of the men who can "take" combat that they are men who are clear and definite in their personal purposes. This was found to be evident in ability to make choices, in definiteness of post-war plans, in clarity of vocational purposes and the like. It probably extends to clear views as to the reasons for fighting the war, but our data does not cover this.

6. Superior Ability. As has been previously mentioned, there seems to be a slight but definite tendency for the man of superior ability, as measured by the Army General Classification Test, to withstand combat better than the man of lower ability. There is, of course, much overlapping, but the mean score for the group showing little strain is one hundred and twenty-three (123), for the group showing much strain is one hundred and sixteen (116).

7. Constitutional Stability. Many of the gunners who withstand combat show a tendency to be more stolid physically than the combat strain group. They do not react easily to emotional stimuli, are not excitable.

These are the traits or patterns which seem to characterize the group showing few effects of combat. Not every trait is possessed by every individual, but it would seem possible to say that any man showing four or five of the above characteristics would almost certainly go through combat with a minimum of strain. Measures could be devised to test these qualities with a view to testing and improving the hypothesis which has been stated.

Occasionally there are men who do not fit the pattern described above, yet who show relatively little reaction to combat. These seem to be men who, while definitely maladjusted, find combat a solution to their personal problems. One man showing definite neurotic characteristics, and possessing none of the above traits except superior ability, nevertheless withstood combat in satisfactory fashion. He is a man who has always felt inferior, has always felt guilty about disappointing his parents. He has never made a satisfactory adjustment previous to entering the service, and has failed in the Instructors School since his return. He is anxious, worried, insecure, unable to make decisions. Yet of his combat experience, he says,

"Overseas I felt fine. I was scared all the time but I felt I wasn't dependent upon anyone. And then my parents were proud of me. I had more peace of mind over there than I have had since my return. Over there you only worried about whether you would be killed. Everything seemed so damned simple."

This is a striking example of the fact that the neurotic's fears regarding himself can be worse than the fear of combat.

This case is mentioned to show that there are some men who do not possess the characteristics listed above, who might find combat satisfying, and hence resist combat strain. Our present knowledge, however, would not permit us to select such men in advance, and it seems much more profitable to select the stable, purposeful, emotionally secure individuals whose combat adequacy we can predict with some assurance.

C. Recommendations.

Recommendation #15. It is recommended that objective psychological studies be initiated at the Redistribution Centers, to determine the personality characteristics which differentiate between gunners who successfully withstand combat strain and those who do not.

Recommendation #16. It is recommended that such research be correlated with research now going on in the gunnery schools, so that the findings may be used in the improved selection of student gunners.

PART FOUR

CASE STUDIES OF ATTITUDES

A. The Attitude and the Man.

Thus far in this report the attitudes of these combat gunners have been presented as abstract realities, separate from the individual who holds the attitude. In concluding the study, it seems wise to present some cases (with names and identifying details disguised) in which the man and his attitudes are presented together in integrated fashion. In these instances, there is an opportunity to grasp the individual background out of which the attitudes grow.

These case reports also furnish a partial understanding of the way in which special factors operate to influence the man's total adjustment to combat, and to his present situation in the gunnery program. It is hoped that a reading of these cases will give a real acquaintance with the returned combat gunner as a person.

In each instance the available information about the man and his attitudes is summarized, and a copy of the Interview Analysis ratings is attached. This will give an opportunity to compare the raw data with the analysis which was made of it.

The case of George McIntosh is typical of the group which was qualified for entrance to Army Air Forces Instructors School (Flexible Gunnery). He is also representative of many of the factors which enable a man to resist combat strain.

Sergeant Curtis Daniels, on the other hand, represents the group which shows serious maladjustment at the present time, and marked combat strain overseas. He has none of the traits associated with resistance to combat strain except superior ability, and a certain degree of vocational independence.

Percy Potter and George Armstrong both have many attitudes of hostility which will need careful handling if they are not to become permanently warped. Coming from quite different social backgrounds, the two men have each developed into veterans whose bitter attitudes bode ill for the future.

The case of Sergeant Dixon is presented to show the way in which an occasional maladjusted individual, in this case a delinquent, may find combat a satisfying outlet for his feelings and a temporary solution to his problems.

The case of Sergeant Brown illustrates the manner in which ordinary Army regulations, kept too rigidly, may prevent a combat man from regaining emotional stability.

The case of Sergeant Williams suggests the far-reaching effects of mishandling a wounded man. Because of failure to properly assign him, he is rapidly becoming a difficult problem.

B. The Case of Staff Sergeant George McIntosh.

Summary: A well adjusted young man, whose security in social relationships has helped him to assimilate the strains of combat. He is typical, in almost every respect, of the group which is qualified for the Army Air Forces Instructors School (Flexible Gunnery). His intelligence and stability enable him to make a penetrating analysis of elements of combat morale.

Combat Record: S/Sgt McIntosh, twenty-four years of age, has been in this country for two months, after completing nearly eight months in the Mediterranean theatre as a lower ball turret gunner on a B-17. He completed his tour of fifty missions in October 1943, having taken part in the bombing of Pantelleria, the invasion of Sicily and Italy, as well as other missions. He has several decorations for his services and is credited with destruction of one enemy plane.

Early Background: George McIntosh grew up in a small Pennsylvania town. He was one of several children, in a family characterized by satisfactory relationships. He completed his grammar school education in a parochial school, graduating during the depth of the depression in 1933. He went through the local high school, taking a modest place in athletics. He carried on part time work along with his high school.

George's primary interest at this time was in "the gang at the Y". This was a very congenial group of young fellows who made the Y.M.C.A. their headquarters. Through this channel, George became assistant leader of a Scout troop, work which he also enjoyed.

As to social contacts with girls "I didn't even date until after high school. Oh, I went to a dance occasionally, but I had too good a time with the gang to be much interested in girls then."

Work Experience: Graduating from high school in 1937, George was eventually able to obtain work in a defense plant where he worked for two years, his last job being that of operator on an automatic screw machine. This work was reasonably satisfying but during the summers George worked for a small concern which made and hung awnings. He liked this very much, except for the fact that it was seasonal. During the third summer he was put in charge of the business, the owner being away, and found the independent responsibility greatly to his liking.

Service Experience: A few weeks after Pearl Harbor, George enlisted, received his basic training, was sent first to a school for sheet metal workers, and then to gunnery school. There followed several months of experience in operational units before going overseas in March 1943, after fourteen months of training. He married a few months before leaving this country, and lived with his wife for seven weeks of this time.

Attitudes Regarding Combat: McIntosh tells briefly of his combat experience.

"We flew our fifty missions pretty quickly. We were kept very busy. We saw quite a lot of fighters, but flak is the thing that bothers gunners the most. You can shoot at the fighters, but there's not a damn thing you can do about flak. I had plenty of shots at fighters, but most of them were quick shots at the fighter's belly as he dove after the attack. I didn't get any of them." (This is contradicted by his service record, which credits him with one plane.)

When asked for suggestions as to training of gunners for combat, McIntosh stressed the importance of training the men thoroughly on his gun.

"He should know how to take care of his gun and how to take care of the turret. Another thing that would help is to tell the fellows about flak. They are prepared only for meeting fighters, and they ought to know more about flak, because that is worse than the fighters."

The Strain of Combat:

"It didn't bother me as much as it did some of the men. I managed to sleep pretty well. The hardest part is sitting on the ground waiting for a mission. The days are so long and there isn't much to do.

"I notice that it has affected me some. Little things set off my temper much more than they did before. Things sometimes make me very angry for no good reason. I notice, too, that when I see a movie, I'm much more emotional. Not just on war pictures, but I cry at movies where I never would have before."

Elements Alleviating Combat Strain: When inquiry was made as to men "cracking up" under combat strain, McIntosh made a number of observations.

"In our outfit, there were several officers that cracked up, but only two or three of the enlisted men. The officers were not quite as close as the men, tended to go more in cliques. Among the men we had quite a gang, and were really very congenial. The officers were less social, more melancholy, and did more daydreaming.

"I think the reason so few of our enlisted men broke down was that our CO was like a civilian, and we were all like a big gang. He was an older man, and he knew that some of our men had held responsible positions previously. He said he didn't have much use for military courtesy. We respected our officers more that way. We just felt we were all over there to do a job.

"In another squadron, a strict Army man was in charge. He was very military, and that strict formality kept the fellows on edge. They had 80% casualties and I think their 'edginess' was part of the reason."

Attitudes Toward Civilians:

"I think the best damn thing we could do is to bomb half a dozen towns here! The people don't know there's a war on! If they had seen the people over there - they think they do without things in this country, but if they had seen the people over there! They just don't know how swell it is over here! We take so many things for granted."

Personal Factors Related to Morale: McIntosh tells of the close tie with his wife and what it meant to him.

"I think that the year of separation really brought me closer to my wife."

He felt that he would have preferred to have more furlough at home and less time spent at the Redistribution Center. He was especially lonely when sent to this gunnery instructors school.

"I had been separated from all the men I had known overseas. I felt very much alone. I missed my wife most then."

Sergeant McIntosh felt that religion had helped maintain his morale.

"I found one thing - a fellow gets a lot of religion over there. Fellows who have not been to church for ten years begin to go. When you come through a tough mission you feel somebody is up there beside yourself."

Reaction to Further Military Duty:

"I came back wanting to go to the Sperry Turret school. I had letters of recommendation for that, too, but they couldn't send me - didn't have the authorization. That was my choice. I'd been riding that turret for a year and a half, and I would have liked to dig into it and learn more about it and then go into turret maintenance and checking out new gunners. I would like to try to teach 'em what I know."

Asked about his attitude regarding return to combat, George replied,

"I don't want no part of going back to combat! If they needed me badly I would go, but I don't feel like going when there are so many fellows sitting around and not doing a damn thing!"

Reaction to Post-Combat Handling:

"When we first arrived from overseas, we really got a pushing around. We were sent to Fort ____, where we stayed two days, then to ____ Field, where we stayed one day. They didn't want us. Then they stuck us in Camp ____ in tents! We were only there a day and then to Atlantic City. There they were on the ball. They gave us our furlough - twenty days - and then we came back to Atlantic City. I stayed there a month. It was too much of a rest. I would have preferred a longer time at home. It gets monotonous.

"They seemed to want to do things for us at Atlantic City, but they were not able to. They could only offer us three possibilities - to be a cadet, go through OCS, or become a gunnery instructor."

In regard to military discipline since his return, McIntosh had this to say:

"It's been hard to get back into the military situation here. I haven't had any brush-ins. I've been in the Army long enough to know how to keep my nose clean. But I don't like it. There's too much formality."

Post-War Plans:

"After the war I want to move out to California and start an awning business of my own. It wouldn't be seasonal out there and I think I could make a go of it."

Interpretation: Although the material is not sufficiently complete for a detailed psychological interpretation, several points are clearly significant. McIntosh was a socially adjusted, independent individual at the time he went into the service. In the strain of combat, he found his psychological security primarily in a close feeling of comradeship with other men, as had also been true in his adolescence. His religious belief that a universal power was looking out for him added to this security. It also seems likely that his wife, though distant, was an additional source of psychological anchorage. With this degree of emotional security, McIntosh was able to go through a full tour of missions with only slight residual strains, primarily expressed as hostility. He feels irritable and antagonistic, and this may in part account for his attitude toward civilians.

On the positive side, he has continued to maintain a realistic and mature attitude toward his military life, his responsibilities, and his post-war plans.

His maturity, his desire to pass on what he has learned in combat, plus his superior intelligence (AGOT 129) makes him excellent material for gunnery instructor.

Detailed qualifications for AAFIS (FG):

Qualified for AAFIS (FG) Yes No (17)

Sperry turret school - 2nd Choice Gunnery instructor

Attitudes and Adjustments:

S - Holds attitude strongly.
M - Holds attitude in moderate degree.
L - Little or no evidence of this attitude.
U - Attitude unknown on this topic.

C. The Case of Technical Sergeant Curtis Daniels.

Summary: This is a seriously maladjusted man whose severe degree of combat strain overseas seems related to earlier anxieties and instability. Although highly intelligent, it is doubtful if he will be able to function as well as his ability might lead one to expect.

Appearance: When Sergeant Daniels appeared for his interview, he was strained, tense and fearful. He was unable to speak clearly, having a speech hesitation which seemed to be associated with emotional strain. He was worried and anxious throughout the contact. He gave the impression of being a dull individual but his conversation gave evidence of a large vocabulary.

Early Background: In the course of the interview Daniels mentioned that his father had died when he was a baby. He and his mother lived alone during his childhood years. There were hints that his mother was rather over-solicitous in her attitude toward him. He mentions that he had to work after school even in grammar school and that he worked during his high school years. He did not belong to any clubs, did not go in for athletics and extra-curricular activities. He had very little social life during his high school days. After he graduated from high school his mother died and the only relatives with whom he keeps in touch are an aunt and a cousin. His attitude is indicated by one statement,

"I have no father, mother, brothers, or sisters, but an aunt of mine lives in S_____ and so I go there on furlough."

When he was asked to describe his own adjustment during his high school period, he said,

"Well, I was not as mentally mature as the other fellows. I could be serious about radio and things like that but I did not have a sense of responsibility nor look toward the future and I was very lazy. I did not grow up mentally until I was about twenty-five years old. I just didn't have good sense. I just didn't give a damn. Of course, I got out of high school during the depression and that made things difficult but other fellows with my capabilities have gone much further. I thought somewhat about things like this earlier, but I have thought of it much more recently. If I had worked in high school, I could have had a scholarship and could have gone to college. As it was, my grades were just pretty good."

Upon leaving school, he managed after a time to get a Civil Service position in a hospital. Gradually he worked into the position of a hospital electrician and maintenance man and repaired some of the elaborate electrical apparatus used in the hospital.

Combat Experience: Sergeant Daniels has been in the service since December 1939 and is trained as radio operator and mechanic and aerial gunner. He served in the North African campaign on a B-24, completing twenty-six missions. For the most part he had the position of top turret gunner. He was on the first Floesti raid and was shot down over Turkey where he was interned for eight months. At the end of that time he was returned to duty. A short time after he returned to duty he was hospitalized, an experience which he describes in these terms:

"I had had malaria and the latter part of August I got to feeling very nervous. It got so that I was very hard to get along with. The adjutant called me a belligerent. Ordinarily I got along with anybody, but little things would irritate me far more than they should. I got along better than ever with the boys I knew and the crew, but relations with the ground personnel were very bad. I began to get insomnia and was sent to the hospital for two weeks where I got to feeling much better. I then talked with the psychiatrist and I think he found nothing wrong with me mentally. I said I could go through with the rest of my missions and the hospital O.K.'d me for duty, but the Colonel thought otherwise and sent me home."

Combat Strain Since Return: Sergeant Daniels tells of returning to one of the Redistribution Centers, where he remained for three weeks.

"Then they gave me a thirty-day convalescent furlough and told me that after I had finished, I should apply for a regular furlough in addition. They said I needed more rest than just thirty days. I reported at T_____ and told them about this but they didn't give me the additional furlough. They told me I would have to wait until I was permanently assigned. Then they sent me here and I still haven't had any more furlough."

Asked what he thought about his present state of health, Daniels replied,

"I think I'm just about recovered, but I never will be the person I was. I am cynical and pessimistic and not as ambitious as I was. In gunnery school and CIS, if I didn't control myself, I would go into a real fit of madness over some of the errors made. I've been eliminated from CIS. The instructor asked to have me taken out. I guess he saw that I was too likely to explode, to break loose in class. I didn't actually, but I was bad for morale."

Adjustment to Gunnery School and Instructor's School:

"When I got here they sent me to basic gunnery school. I struggled through it. I didn't like it. It was very difficult - not the studies but the routine, the sudden dropping from being somebody to being just a gunnery student. There was no provision made to differentiate between the regular students and the overseas men. It hurt. I didn't like the gunnery course; I didn't believe the things they were teaching."

Further information was gained from the CIS. They state that in his work in the Instructors School he was not very satisfactory and when it came to the practice teaching he refused to talk (no doubt in part because of his speech hesitation). The instructor "tried to motivate him" but without effect. Daniels tried to persuade the officers of the school to eliminate him. He also mentioned that he felt out of place, felt that he was a "monstrosity" and was not liked by the other men. The officers tried to persuade him to stay in school but he preferred to be eliminated, even though it meant a bad mark on his service record.

Because his attitude was so poor, he was told to come before the elimination board. The night before he became intoxicated and was very jittery and uncontrolled during his appearance before the board. The decision was to eliminate him.

Daniel's reaction to this situation, as stated in the interview, was

"I have got to get away from this school here! I would like to go back across to combat again. I know it is foolish but I don't have a hell of a lot to lose and I do have a job there that I could do probably better than these students.

"If I can't go back to combat I would like to work in the field of radio with the object of doing research on improvements. I have worked at radio and electricity all my life. I have designed sets. I took the radio school in the Army and took a correspondence course, too.

"I don't know why they sent me here. I think they were just trying to fill a quota. I don't give a damn about gunnery. In radio I would much prefer to work on new developments. I want particularly to work on an inter-phone system for high altitudes. The system we have isn't much good for altitude because the thinness of the air changes the dialectics." - he went on into a technical discussion of the problem.

Attitude Toward Civilian Life: In regard to his contact with civilians, Daniels says,

"I was upset for the first couple of weeks but not so much now. They seemed so very gullible about the war, but now things seem better."

After the war he hopes to get a job with some growing airline.

"I like to travel and I would like to set up radio facilities for new lines."

Interpretation: The rather disorganized personality which Sergeant Daniels now possesses is not entirely due to the experience of combat. In his childhood there was a lack of sound emotional relationships at home with a mother almost certainly over-protective and a lack of any father ideal. His discussion of his adolescent adjustment would indicate that he had some feelings of inferiority and guilt. He seems to have been a somewhat anxious and introspective individual. It is not surprising that he was vulnerable to the strain of combat.

This man's present adjustment is precarious. If he becomes much worse he will require additional psychiatric care. His assignment to an instructors school in gunnery could scarcely have been worse. He is not qualified to be an instructor in any field and is not interested in gunnery. Unlike most of the men interviewed, his own aims seem a little unrealistic and beyond his abilities, at least while in

His present disturbed condition. If, however, he could be assigned to regular maintenance work on electrical equipment, this would probably prove to be a valuable type of occupational therapy.

This man's post-war adjustment is likely to depend, to a considerable degree, on the handling he receives in the Air Forces now. If he is further mishandled and malassigned, he may become a permanent social liability.

(1) NAME Curtis Daniels RANK T/S AGE 28 (2) GCT 136
 (3) MARITAL STATUS Single (4) THEATRE OF COMBAT Mediterranean
 (5) Education Completed: 5 6 7 8 9 10 11 12 College: 1 2 3 4
 (6) MOS Radio-Operator Mechanic Gunner

Detailed qualifications for AAFIS (FG):

Gunnery experience. Yes No (7) Expresses self well . . . Yes No (12)
 GCT 120 or more Yes No (8) 3 combat missions . . . Yes No (13)
 110 plus coll. or tchg. . . . Yes No (9) No visible wounds . . . Yes No (14)
 H. S. education Yes No (10) Personality, stabil. OK. Yes No (15)
 Willg. to be gunnery instr. Yes No (11) Graduate of gunnery sch. Yes No (16)

Qualified for AAFIS (FG). Yes No (17)

Most desirable assignment (Interviewer's judgment) _____ (18)

Radio Maintenance

Present assignment (Ir.'s judg.) V. Poor Poor Avg. Good Excellent (19)

Attitudes and Adjustments:

Resentful of present assignment S M L U (20)
 Resentful of Army formality after combat. S M L U (21)
 Feels furloughs inadequate S M L U (22)
 Resentful of other Army treatment S M L U (23)
 Feels Army does not want him S M L U (24)
 Upset by uncertainty of own present situation S M L U (25)
 Desires to work at significant job in Army. S M L U (26)
 Feels he has had too much rest S M L U (27)
 Showed combat strain during combat period S M L U (28)
 Shows combat strain now S M L U (29)
 Present symptoms of restlessness, jitteriness S M L U (30)
 Present symptoms of disturbed sleep, nightmares S M L U (31)
 Present symptoms of neurotic character S M L U (32)
 Gives evidence of pre-service maladjustment S M L U (33)
 Opposes early return to combat. S M L U (34)
 Willing to return to combat eventually S M L U (35)
 Resentful toward civilian attitudes and war effort. S M L U (36)
 Pre-service occup. was (1) satisfying (2) unsatisfying
 (3) has had no permanent occupation 1 2 3 U (37)
 Post-war plans are (1) clear (2) doubtful (3) vague 1 2 3 U (38)
 Interviewer judges post-war plans to be (1) realistic
 (2) uncertain (3) unrealistic 1 2 3 U (39)
 Post-war plan is _____ (40)

S - Holds attitude strongly.
 M - Holds attitude in moderate degree.
 L - Little or no evidence of this attitude.
 U - Attitude unknown on this topic.

D. The Case of Technical Sergeant Percy Potter.

Summary: This man shows some evidence of early maladjustment, combat strain, a present irritability. He will be a difficult man to place in the Army, and after the war.

Combat Record: T/Sgt. Potter spent eleven months with the 12th Air Force in North Africa. He was a turret gunner in a B-26, completing the forty missions which constituted a combat tour. He was on missions over Tunisia, Pantelleria, Sicily, and Italy. He has been awarded the Air Medal and five oak leaf clusters for his participation in these raids. He returned in October 1943.

Previous History: Only meager facts are available regarding Potter's early history, but they suggest a less than average adjustment. In school, in a small town in Georgia, he went into the tenth grade which he left at the age of sixteen, "because I had a fight with the teacher. I was so damn mean they wouldn't let me stay. My mother would have helped me to get back in, but I wouldn't go. Now I wish I had finished high school." After leaving school in 1934, there was a considerable period of unemployment, and then a year in the Civilian Conservation Corps. A portion of this time Potter drove a truck, and after leaving the Civilian Conservation Corps, he was able to secure a job as truck driver, hauling fertilizer, live stock and other materials for a local trucking contractor.

While in high school, Percy played baseball and basketball and went in heavily for social life. His father died while Percy was a child and his mother had little control over the boy.

Service Experience: Potter was inducted at the age of twenty-four, and after completing his basic training was sent to gunnery school. His Army tests show average ability (GCT 108) and better than average mechanical aptitude. Six months after induction, he was on his way overseas, where he remained for nearly a year.

Attitudes Toward Present Military Assignment: Potter is indignant and resentful about being assigned to a gunnery instructors school.

"I don't want to go to no school - I been to enough schools!
I told 'em I wanted to go to an OTU as an armament instructor,
but I wouldn't go to no school, even to get that assignment."

In regard to the classification process at the Redistribution Center he is equally scornful.

"We just laid around Miami Beach for seven weeks. I don't think they knew what they were doing sending us here. I'd rather be an armament man than anything else, or I could work on the line as a mechanic."

His attitude toward the camp is also hostile and bitter.

"This is the worst field I was ever at. I'd rather go back to combat than stay here! Buck sergeants jump you for every damn thing. You can't even wear a leather jacket. They have too damn many rules about uniforms."

He is not very sure as to what assignment he would like except that he would prefer to work on the line, and to "get settled somewhere. Since I've been in the Army the longest time I've been in one place was in North Africa. I want to stay put somewhere. Then I could bring my girl friend to live there - one of 'em anyway. I have a lot of 'em."

Attitudes Toward Combat Morale and Combat Strain.

"Over there the officers and enlisted men mix and mingle. Oh, we didn't go to town together, but it was very different from here. We always saluted our pilot the first time we saw him each day, but that was all. We had to be that way. You have to stay together to understand each other in a crew. We had fights and arguments, but we got to understand each other.

"It's very tough to get back into the routine here. Over there our time was our own - we got passes whenever we weren't needed for a mission."

Asked about the effects of combat strain on the men, Potter said,

"It was mostly officers that had to quit flying. Two of 'em just gave up their wings. They were so nervous they couldn't stand it. I got very nervous too. It used to be pretty bad before going on a mission, and just before we got to the target, I'd get so bad I couldn't wiggle. I was never too much bothered by fighters, but flak is bad.

"It affected me worse after I got back. When I got home I was so jumpy I couldn't hold a cup of coffee. On my furlough, I couldn't sit still for a minute." (Sergeant Potter does not mention the fact that he was twice grounded temporarily for operational fatigue while overseas, but his medical report shows this.)

Attitude to Civilian Life: Asked how his home town had looked to him while he was on furlough, Potter replied,

"Well, things looked O.K. when I could see 'em. I had been away from good whiskey for eleven months, and I was drunk for twenty-four days out of the twenty-four. People thought I was very restless, and I guess I was."

In regard to future plans, Potter is vague.

"I don't think I will go back to trucking. I would like to be with an airline. I think I'd like to apply for cadet school now, so as to have a better chance then. I'll have to hurry, though, or I'll be too old." (He is now twenty-five)

Discussion: Potter is a type of combat man who presents many problems, both immediate and long range. Due to early factors of which lack of parental control seems to be the most outstanding, he was even in high school a headstrong personality, with many hostile attitudes. The frustrations of depression years did nothing to minimize these attitudes.

In combat, Potter has shown a rather marked degree of combat strain. His present restlessness, "jumpiness", and excessive drinking may be charged in part to combat experience, but in part this behavior appears to be a continuation of much earlier patterns. His hostility toward camp, toward his assignment, toward authority, also appears to have early roots.

Potter will continue to be a problem in the military situation as well as in peace time. Many of his plans for himself, such as becoming a cadet, or getting work with an airline, or being an armament instructor, are unrealistic and bound to bring disappointment. They are characteristic of the person who has not had normal parental control during childhood. He is in no way fitted to become an instructor, and an assignment to some sort of maintenance work in connection with planes would be more realistic.

If this man represented an isolated case he would be unimportant. It is the fact that he is typical of a large group, full of resentments toward a world that has frustrated infantile desires, and having had little opportunity to develop psychological maturity, that makes him a problem.

(1) NAME Percy Potter (2) RANK T/S AGE 25 (2) GCT 108
 (3) MARITAL STATUS Single (4) THEATRE OF COMBAT Mediterranean
 (5) Education completed: 5 6 7 8 (9) 10 11 12 College: 1 2 3 4
 (6) MOS Gunner

Detailed qualifications for AAFIS (FG):

Gunnery experience. Yes No (7) Expresses self well . . . Yes No (12)
 GCT 120 or more Yes No (8) 3 combat missions . . . Yes No (13)
 110 plus coll. or tchg. . . Yes No (9) No visible wounds . . . Yes No (14)
 H. S. education Yes No (10) Personality, stabil. OK . . Yes No (15)
 Willg. to be gunnery instr. Yes No (11) Graduate of gunnery sch. Yes No (16)

Qualified for AAFIS (FG) Yes No (17)

Most desirable assignment (Interviewer's judgment) Armorer 1 (18)

Present assignment (Ir.'s judg.) V. Poor Poor Avg. Good Excellent (19)

Attitudes and Adjustments:

Resentful of present assignment S M L U (20)
 Resentful of Army formality after combat S M L U (21)
 Feels furloughs inadequate S M L U (22)
 Resentful of other Army treatment. S M L U (23)
 Feels Army does not want him S M L U (24)
 Upset by uncertainty of own present situation. S M L U (25)
 Desires to work at significant job in Army S M L U (26)
 Feels he has had too much rest S M L U (27)
 Showed combat strain during combat period. S M L U (28)
 Shows combat strain now S M L U (29)
 Present symptoms of restlessness, jitteriness S M L U (30)
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 Opposes early return to combat S M L U (34)
 Willing to return to combat eventually S M L U (35)
 Resentful toward civilian attitudes and war effort S M L U (36)
 Pre-service occup. was (1) satisfying (2) unsatisfying
 (3) has had no permanent occupation 1 2 3 U (37)
 Post-war plans are (1) clear (2) doubtful (3) vague 1 2 3 U (38)
 Interviewer judges post-war plans to be (1) realistic
 (2) uncertain (3) unrealistic 1 2 3 U (39)
 Post-war plan is To go with airline (40)

S - Holds attitude strongly
 M - Holds attitude in moderate degree.
 L - Little or no evidence of this attitude.
 U - Attitude unknown on this topic.

E. The Case of Staff Sergeant George Armstrong.

Summary: This man shows strong evidence of combat strain, essentially expressed by extreme hostility directed towards both the civilian population and military authorities. There is some evidence of latent pre-war maladjustment which has become manifest under the strain of combat. Reassignment of this man points up many of the difficulties that will be found in similar situations.

Combat Record: Staff Sergeant George Armstrong returned to the United States four months ago, having completed thirteen months of combat duty as an aerial gunner in North Africa. He was a radio operator on a B-25 and manned the waist guns. In that theatre he participated in raids on Tunis, Sicily, and later on the Italian peninsula. He has been awarded the African Campaign ribbon, the Good Conduct Medal, and the Air Medal.

Early Background: George Armstrong grew up in a small Michigan town as the only son of what appear to be very indulgent parents. He spent a great deal of time as a growing boy fishing and hunting with his father. Upon his own statement, it is indicated that his parents center their interest around him. His family background indicates that his father had been in the last war and that his paternal grandfather had a rather heroic military background also. S/Sgt. Armstrong has had no work experience, having enlisted in the Army directly out of high school. He has no definite plans following the war, and has evidently given little consideration or thought to this problem.

Service Experience: After enlisting in the Army in 1939, S/Sgt Armstrong was sent to Selfridge Field, Michigan, and subsequently to Scott Field to radio operator mechanics school. The only gunnery training he had received was at an OTU and a short course overseas. After thirteen months of overseas duty, he was returned to the United States and was assigned directly to Plant Park, Florida, having returned before the Redistribution Centers were functioning.

From Plant Park, S/Sgt Armstrong was sent to Yale University to become an instructor in communications. He indicated that it was a very satisfactory arrangement from most standpoints, that he had had his own room, worked a five-day week with an opportunity to get into New York and meet many girls. However, he felt that his work demanded too much of him and that he was not able to face the routine of instructing, and on his own statement, "could not stand to be away from his fellow combat gunners". He then requested that he be sent to an OTU so that he could be with men who "talked the same language". He was then told that it would be necessary to go through CIS before this would be possible.

S/Sgt Armstrong emphasized repeatedly his need to be stationed with other combat men as he was incapable of getting along with or enjoying soldiers who had not been overseas. He expressed rather constant resentment of the Army of the United States and its treatment of him. He felt that he had been pushed around as a recruit, and that the officers and permanent party personnel were always ready to assume that he or any other combat man were always in the wrong, and were never ready to listen to any sort of explanation if a difference came up. Further hostility was expressed towards the civilian population. He indicated that he thought many people were pleased that a war was going on, and that it served their financial purpose. He also thought that most of the women in this country could not be trusted and that many of them were stepping out on their husbands, and that he never expected to find a woman that he could trust.

S/Sgt Armstrong described very vividly and with a great deal of emotional reaction the reaction of overseas soldiers to strikes. He stated that at the time of the coal strike, the morale was so low in his squadron that a good agitator could have persuaded them to quit. He reported that when on skip-bombing missions, the squadron was indifferent to the extent that it did not matter whether or not they found any shipping to bomb.

S/Sgt Armstrong reported that within the first twenty-four hours of his arrival back in the United States, a bus driver tried to keep him from getting on the bus ahead of the civilians, although he had been waiting in line for some time. This infuriated the Sergeant until he "took a swing at him". He reported, with an air of drama, that he would have killed the driver if he had had a gun. In a nasty manner, he said,

"Why not? After all, I've been used to killing many men for less reason."

He found his home town quite unchanged by the war. He reported that the people did not seem to know that a war was going on, and that he was tired of hearing the people complain about food and tire rationing. He said with resentment that after the war, the men returned from combat would handle these problems in their own way, and that all of these defense workers would not know how to cope with the problems at that time, just as the present combat men do not know how to cope with the problems at present. It seems that the problems to which the Sergeant was referring are essentially those pertaining to which group shall be dominant.

Strain of Combat: Armstrong's feelings towards his combat experience were rather conflicted. On one hand, he felt that he had more confidence in his ability inasmuch as he "knows now that he can take care of himself in almost any situation. This statement was made with such feeling that it left the interviewer with the strong impression that it was very definite over-compensation, and probably that the statement that the man had greater confidence was unjustified. Since his return from combat, he indicated that he has calmed down quite a bit, and that he is not nearly as nervous and jittery as he was upon his immediate return.

He has been drinking considerably but does not feel that this is a very adequate release from his mounting tensions. He is very unhappy about being stationed in southern Florida, saying that it is exactly the same kind of country as that of North Africa. He said with great tension that the sun and sand and the few scattered palm trees take him back into the combat situation. He said that he goes around with a constant feeling that something is about to happen, but that it never does. He described this feeling as being exactly that which he would have before going on a combat mission. He pointed out that on a return from the mission, the tension was greatly reduced but that he was unable to find any such tension release here in the United States. The Sergeant then recalled that the one situation in which he felt secure was on an occasion in which he was flying in Fort Myers on an air-to-air mission. He reported that with great satisfaction and contentment he had crawled back into the tail of the B-17, and that all of a sudden he felt very relaxed and happy, sitting back there all alone, and that he had that feeling which one has in a deep, deep sleep.

He stated that his family had reported that he consistently yelled and swore in his sleep when he was home on furlough. He said that while sitting at the dinner table, he would suddenly look up to find that his family was staring at him, and he thought that they were wondering what he was thinking about. His friends all thought that he had changed considerably after his combat experience, and that he was much more aggressive and definite. He reported that he was far too restless to ever stand sitting through classes in CIS, and that he thought it was quite impossible for him to cope with the dullness and routine of classroom instruction.

He was quite scornful of the gunnery schools and of the quality of men that they were turning out. He felt that the Waller and the Jam Handy Trainers were "a big gyp".

His attitude towards religion has not changed greatly. However, he indicated that he had given religion much more thought and believed very definitely in its value and validity. He said that since he believes in God, that is no point in his getting up Sunday morning to prove it, and he thought he was much better off getting the additional sleep and rest, and therefore, justified his lack of religious practice.

Attitude Towards Return to Combat: S/Sgt Armstrong said several times during the interview that he would like to return to combat "after a little fun" in this country. He said that his motivation for returning to combat was not one of heroics but essentially to get away from the Army formality and routine on this side. He also said that another reason for his wanting to return to combat was to be with fellows who "speak his own language", and who were not concerned with "military trivialities". He seemed thoroughly convinced that most combat men were being grossly mishandled in the United States so that they would eventually want to return to combat to get away from here.

"They just try to make it tough for us so that we will go overseas or so that they can break us and take away our rank."

He felt that the Army posts did not want any of the combat gunners because they would take all the rating from the permanent parties.

S/Sgt Armstrong did not feel that he had changed very much in combat as others seemed to think, and that he was unaware of any change while he was in combat because most of the men were changing in the same way, which made his tenseness appear inconspicuous. He said that everyone changed in combat about the same amount, except those who went "off the nut".

Armstrong was very indignant because he did not get a chance to talk with a psychiatrist upon his return to this country. When asked if he felt as though he needed to talk to someone, he very loudly replied,

"Of course. Anybody who has been in combat needs to talk to a psychiatrist on his return."

He said that after all he did not even know how to talk to a girl, and that he would walk down the street in a daze, forgetting about traffic, and once or twice he almost got run over. He felt that his fifteen-day furlough was very inadequate.

Interpretation: Although the material is not sufficiently complete for a psychological interpretation, several points might be of significance. It would appear that Armstrong, having lived a rather indulged life, had come to expect a great deal of status and attention upon his return to this country. In contrast, he felt that he had been pushed around considerably, and that he had been given little enough attention, in fact, had been discriminated against. This, in part, might explain his terrific hostility towards the civilian population and military authorities. In the combat situation, Armstrong found great security in being with his fellow gunners, and in his own statement, it was the first time he felt that he was really accepted by a group of men. He described the "crewness" of the men on the combat mission in which little attention is paid to Army formality or rank. Having been deprived of this by the breaking up of his group, he is feeling greatly threatened and is making every effort to return to the combat situation.

(1) NAME George Armstrong RANK S/S AGE 23 (2) GCT 124

(3) MARITAL STATUS Single (4) THEATRE OF COMBAT Mediterranean

(5) Education completed: 5 6 7 8 9 10 11 12 College: 1 2 3 4

(6) MOS Radio operator mechanic

Detailed qualifications for AAFIS (FG):

Gunnery experience. Yes No (7) Expresses self well . . . Yes No (12)
GCT 120 or more Yes No (8) 3 combat missions . . . Yes No (13)
110 plus coll. or tchg. . . Yes No (9) No visible wounds . . . Yes No (14)
H. S. education Yes No (10) Personality, stabil, OK . Yes No (15)
Willg. to be gunnery instr. Yes No (11) Graduate of gunnery sch. Yes No (16)

Qualified for AAFIS (FG) Yes No (17)

Most desirable assignment (Interviewer's judgment) (18)

Radio Operator (non instructional duties)

Present assignment (Ir.'s judg.) V. Poor POOR Avg. Good Excellent (19)

Attitudes and Adjustments:

Resentful of present assignment. S M L U (20)
Resentful of Army formality after combat S M L U (21)
Feels furloughs inadequate S M L U (22)
Resentful of other Army treatment. S M L U (23)
Feels Army does not want him S M L U (24)
Upset by uncertainty of own present situation. S M L U (25)
Desires to work at significant job in Army S M L U (26)
Feels he has had too much rest S M L U (27)
Showed combat strain during combat period. S M L U (28)
Shows combat strain now S M L U (29)
Present symptoms of restlessness, jitteriness. S M L U (30)
Present symptoms of disturbed sleep, nightmares. S M L U (31)
Present symptoms of neurotic character S M L U (32)
Gives evidence of pre-service maladjustment. S M L U (33)
Opposes early return to combat S M L U (34)
Willing to return to combat eventually. S M L U (35)
Resentful toward civilian attitudes and war effort S M L U (36)
Pre-service occup. was (1) satisfying (2) unsatisfying
(3) has had no permanent occupation 1 2 3 U (37)
Post-war plans are (1) clear (2) doubtful (3) vague. 1 2 3 U (38)
Interviewer judges post-war plans to be (1) realistic
(2) uncertain (3) unrealistic 1 2 3 U (39)
Post-war plan is Uncertain (40)

S - Holds attitude strongly.
M - Holds attitude in moderate degree.
L - Little or no evidence of this attitude.
U - Attitude unknown on this topic.

F. The Case of Staff Sergeant Charles Dixon.

Summary: A maladjusted problem boy who develops into a troublesome soldier - he is, however, a good gunner who finds combat a satisfying temporary solution of his difficulties. His adjustment to combat and combat strain is definitely better than his adjustment before or since.

Early Background: Dixon was born twenty-two years ago, the youngest of three sons in a middle-western farm family. From an early age, he has regarded himself as very independent. At the age of nine or ten, he began to help his father on the farm and at that time, he says, "I worked hard because I really wanted to." As he grew older, his independence brought him in conflict with his parents, and more and more he became the "black sheep" of the family. During high school he worked on the farm to some extent, and got along reasonably well with his father while working, but much of the time he was unwilling to help.

In telling his high school experiences he speaks of having many superficial friends, but no close friends. He did not go with any particular group. "I was all by myself in those days." He was backward in his social development, and had no dates until after he had completed high school.

His school record was not outstanding, but he completed four years and graduated. During his last year in high school and the year following graduation, he was in more and more trouble. Some of his escapades brought him in contact with the police, but he is reluctant to say what these delinquencies were. He wrecked his father's car in a ditch, which caused more of a riot at home and adds that there were other difficulties.

He pictures his primary problem at that time as being very undecided as to what he wished to do. He tried several jobs, but quit each after a brief trial. His father offered to see him through business college, and he attended for a few months, but then left, leaving his father still owing money for his tuition. After giving up this work in typing and office work, he attended a National Youth Administration school for welders, but then decided to join the Air Forces rather than drift any further.

Service Experience: In the Air Forces he finished his basic training and then completed the technical schools for airplane mechanics, aerial gunner, and armorer.

He feels that in the Army his difficulties have continued.

"I haven't settled down yet. I've been in trouble, too. I was broke twice. I've earned my sergeant's stripes three times. The first time I was busted, I had been AWOL. I did it for spite. I had been promised a furlough, and it wasn't given to me, and then I asked for a three day pass, and that was refused, and then I asked for a pass that night, and the captain turned me down on that, too. So I told him to go to hell, and I packed my bags and left. I'll admit it, I'm pretty independent."

The second time he was demoted was while overseas.

"I left my post without being relieved. I was s'posed to be guarding a tent, and I walked inside and was messing around. I got caught."

Combat Experience: Sgt. Dixon has completed his quota of fifty missions in a B-25 in the Mediterranean Theatre based in North Africa and Italy. During his nine months of overseas experience he thinks he has had opportunity to fire on at least one hundred fighters. He has flown almost all the gunnery positions in a B-25. About half of his squadron was lost on combat missions.

Reaction to Combat:

"I never had any trouble sleeping. You get tired out on a mission and sleep good. Some fellows had a hard time sleeping, but not me. It never made me restless, neither. When the men had completed thirty missions they were sent to rest camps, but I talked to the doctor and persuaded him to let me go ahead. I didn't need a rest."

Asked what he thought was the reason for his ability to stand the strain of combat, Dixon replied,

"I don't know. I don't smoke and don't drink. Maybe that has something to do with it. Some of the boys did a lot of drinking."

"I was more satisfied overseas than I have been back here anywhere. I liked to fly missions. It was better than before going into the Army. I never noticed that it had any bad effect on me."

Attitude to Military Discipline:

"There was a lotta difference in discipline. Over there our officers often went around in bathing suits. They even flew in their bathings suits, because we were doing low level work. It would be ridiculous to salute an officer in that sort of dress, or to say 'Sir' over the interphone when there are fighters coming in. You get things done much better when you're informal like that. Once in a while some officer would try being strict, but it didn't last very long."

Attitude Toward His Family: It is significant that Dixon, unlike most overseas men, had few ties of any significance to family or friends in the United States. Asked about correspondence with his family, he says,

"Yes, my family wrote to me quite often. I'd get a letter about every three days, I guess."

He was asked, "Did their letters mean a lot to you?" He paused and replied,

"To tell you the truth, they didn't. Some fellows were bothered if they didn't get their mail, but it never troubled me. I didn't write them very often."

Reaction to Further Military Duty:

"I don't know what assignment I'd like. I tried for OTU. I wouldn't mind instructing in aerial engineering or gunnery or armament. I've done some instructing in gunnery overseas, between missions, training replacement crews. I wouldn't greatly care if I got some other assignment. I'm not too crazy about any one thing - I could be an AM on the line, or work at some other job. I've found out it doesn't make any difference anyway - the Army just sends you where they want."

Post-War Plans: Sgt. Dixon is as confused about occupational aims after the war as he was before the war.

"I might try to get in as airplane mechanic or auto mechanic, or I might go back to business college and finish up there as a typist. I really don't know what I would do."

Interpretation: Dixon is a young man who shows deep maladjustment. It seems clear that at an early age he developed a high degree of self-sufficiency and a resistant attitude toward authority. He failed to develop strong social relationships of a mature sort, or strong purposes of a socially acceptable nature. His personality is typical of the "lone wolf" delinquent.

In combat, however, his independence and his need for aggression found an outlet which was satisfying to him. He recognizes what is probably the truth, that ordinary life will never hold as many satisfactions for him as combat. In his case combat provided a temporary solution to his problems.

Whether this man will make a satisfactory instructor is a question, but since immediate return to combat is not feasible, he was given the opportunity to enter the Army Air Forces Instructors School (Flexible Gunnery).

(1) NAME Charles Dixon RANK S. Sgt. AGE 22 (2) GCT 127

(3) MARITAL STATUS Single (4) THEATRE OF COMBAT Mediterranean

(5) Education completed: 5 6 7 8 9 10 11 (12) College: 1 2 3 4

(6) MOS AM Gunner

Detailed qualifications for AAFIS (FG):

Gunnery experience. (Yes) No (7) Expresses self well . . . (Yes) No (12)
GCT 120 or more (Yes) No (8) 3 combat missions . . . (Yes) No (13)
110 plus coll. or tchg. . . (Yes) No (9) No visible wounds . . . (Yes) No (14)
H. S. education (Yes) No (10) Personality, stabil, OK . (Yes) No (15)
Willg. to be gunnery instr. (Yes) No (11) Graduate of gunnery sch. (Yes) No (16)

Qualified for AAFIS (FG). (Yes) No (17)

Most desirable assignment (Interviewer's judgment) _____ (18)

Gunnery instructor

Present assignment (Ir.'s judg.) V. Poor Poor Avg. Good Excellent (19)

Attitudes and Adjustments:

Resentful of present assignment S M L U (20)
Resentful of Army formality after combat. S M L U (21)
Feels furloughs inadequate S M L U (22)
Resentful of other Army treatment S M L U (23)
Feels Army does not want him S M L U (24)
Upset by uncertainty of own present situation S M L U (25)
Desires to work at significant job in Army S M L U (26)
Feels he has had too much rest S M L U (27)
Showed combat strain during combat period S M L U (28)
Shows combat strain now S M L U (29)
Present symptoms of restlessness, jitteriness S M L U (30)
Present symptoms of disturbed sleep, nightmares S M L U (31)
Present symptoms of neurotic character S M L U (32)
Gives evidence of pre-service maladjustment (S) M L U (33)
Opposes early return to combat. S M L U (34)
Willing to return to combat eventually. S M L U (35)
Resentful toward civilian attitudes and war effort. S M L U (36)
Pre-service occup. was (1) satisfying (2) unsatisfying
(3) has had no permanent occupation 1 2 (3) U (37)
Post-war plans are (1) clear (2) doubtful (3) vague 1 (2) 3 U (38)
Interviewer judges post-war plans to be (1) realistic
(2) uncertain (3) unrealistic 1 (2) 3 U (39)
Post-war plan is Very uncertain (40)

S - Holds attitude strongly.
M - Holds attitude in moderate degree.
L - Little or no evidence of this attitude.
U - Attitude unknown on this topic.

G. The Case of Sergeant R. E. Brown.

Summary: Sergeant Brown is a man who shows very clearly how a strong dissatisfaction with present post-combat Army regulations may prolong and aggravate nervous tension initiated by combat strain.

Early Background: Sergeant Brown was born in 1919, being twenty-four at the time he was interviewed for this study. His Army General Classification Test score was 130. He graduated from high school but did not attend college. He is married. After graduating from high school he worked in a factory until he came into the Army before Pearl Harbor.

His pre-war emotional and social adjustments appear to have been normal and satisfying. He still has a strong idealistic patriotism.

Service Experience: Sergeant Brown entered the service before Pearl Harbor and was sent to Hawaii. He volunteered for aerial gunnery and was trained in gunnery overseas. He served as a gunner in the South Pacific theatre on a B-24, completing the normal tour of duty there.

Adjustment to Duty: He showed relatively few symptoms of combat strain. The officer who supervised his present work as instructor in a basic gunnery school stated that Sergeant Brown "is one of the three outstanding instructors in my department. He handles all phases of his work well, shows good leadership ability and initiative, and is very dependable." Sergeant Brown stated that he felt combat had had no lasting effect on his emotional adjustment but that he still (after four months in the States) is restless and easily aroused emotionally.

"I react very strongly to little things that did not affect me before - they make me feel like I want to cry or make me very grateful ... (etc.)."

In spite of what appeared to be a very satisfactory adjustment to duty, he had applied three times in the past month for return to combat duty. Each time he was told that he could not be returned to combat for at least twelve months.

Why did this man, who had served overseas and was now doing an important job and doing it well, want to return to combat? The officer who was supervising his work had no idea the man was discontented and was very much surprised to find that he wanted to leave. The officer had assumed that since Brown was doing such a splendid job, he must be satisfied with it.

Sergeant Brown summarized the situation as follows:

"In many respects, I am entirely satisfied with the treatment received since returning from overseas, with a few exceptions. In particular, a regulation which denies me, as a sergeant, the privilege of living off the post. Having been overseas for two and a half years, it seems to me that isn't an unreasonable request. Since promotions in ratings have been non-existent for six months, there does not seem to be much hope of ever being able to live a half-way normal life with my wife at this field - a condition which to my mind is unfair."

"Overseas we knew we were away from our families, and I could reconcile myself to it. I knew it had to be. But now, being so near to my wife and being able to see so little of her makes her seem farther away. It's harder to take than being completely separated."

This man had married since returning from overseas. He had been engaged to the girl before going overseas and she had waited for him. As a "back" sergeant he was not permitted to live off the base and could get only two overnight passes a week. He had to be on the base by 2330 the other five nights. If he were promoted to staff sergeant, then he would be permitted to live off the base, but, as he knows, the possibility of promotion is remote.

Interpretation: Recovery from combat strain can be facilitated or inhibited by aspects of the returned combat man's present environment which are satisfying or dissatisfying to him. If the emotional adjustment of the ex-combat men is to be facilitated, every effort must be made to permit them to live a normal social and emotional life when they return to duty in the States. The basic question on which a decision needs to be made is this: Which is more important, facilitating the adjustment of these men or retaining in their present form all base and Army regulations?

In Sergeant Brown's case, the fact that the inability to live off the base is extremely disturbing is obvious from his desire to return to combat. His desire to return to combat is completely illogical since it would mean even more complete separation from his wife. He has, however, become so emotionally upset over what he regards as an unfair restriction that he would prefer to solve his difficulties by a return to combat rather than continue in his present state.

His strong emotional reaction to this situation is another evidence of the emotional sensitivity and instability caused by his combat experience. At the same time, this aggravation prevents him from regaining his emotional stability.

H. The Case of Staff Sergeant C. D. Williams.

Summary: This man is well adjusted and not affected psychologically by combat experience itself. However, he was badly wounded in the leg and the incomplete recovery from the wound has created problems of assignment, and of social and emotional adjustment. His case shows clearly how being shifted from one post to another without a definite duty assignment breaks down morale. This same experience happens to men who have not been wounded or injured physically.

Early History: Staff Sergeant Williams was born in 1920 in a small midwestern town. His school and home life were happy and satisfying until after he graduated from high school. He graduated from high school in 1937 expecting to enter an engineering college. However, his father died that summer and he was forced to help support the family, giving up his plans to attend college. Until he entered the Army in 1941, he worked primarily at wholesale saleswork for a nationally known cheese manufacturer. He reports that he liked this type of work and would like to go back to sales work after the war. During the period between leaving school and entering the Army, he reports that he was active socially and that hunting, fishing, and ice-skating were his major hobbies. His Army General Classification Test score was 126. He showed no signs of pre-war maladjustment.

Service Experience: Sergeant Williams enlisted in the Army in August, 1941. "The draft would have caught me in a few weeks anyway." His request to be trained as a radio operator-mechanic was granted. He went overseas late in 1942 as an ROM-Gunner, being stationed in England. He did not attend a gunnery school but was taught gunnery in his combat squadron. He was wounded very early in 1943 and returned to the United States in May 1943, after five months in a hospital in England. Since landing in the United States he has spent an additional five months in a hospital here. In the three remaining months he has been to five different stations. He feels very bitter about this, because it has convinced him that "no one wants me -- they say they can't use me."

Combat Experience: Overseas, Staff Sergeant Williams was stationed in England. He completed four difficult missions before he was wounded, and hence was not subjected to the long period of strain experienced by the gunner who completes twenty-five to fifty missions. He shows almost no evidence of any combat strain now.

On his fourth mission he sustained a severe leg wound. The projectile, which he believes was a piece of shrapnel, came through the top of the plane, entered his leg just below the knee joint from the rear, passing through the muscles of the calf of the leg and came out the front of the leg just above the ankle. Part of the bone was cut out by the projectile.

He reports that he was hospitalized in England for five months before his return to the States.

At present he has an anesthesia and paralysis of the entire foot below the ankle. In addition, the muscles in the calf of the leg are too short to permit him to put his heel on the floor when standing. He is thus forced to rest his weight on the ball of that foot. This places a strain on the leg muscles, so that standing (hence, being assigned to duty which requires standing) is painful and uncomfortable. He walks with an obvious limp.

He is very anxious to get physiotherapy treatments but reports that he has been unable to get them at the last three bases at which he was stationed. He felt that physiotherapy had been responsible for the regaining of muscle control of the leg during his hospitalization in England.

The major implication of his condition is that he will have to be assigned to duty which permits him to be seated any time that he wishes to sit down. He will be absent from duty very often due to pain, hospitalization, and treatments.

In his case, there appeared to be no effects of combat strain. However, his emotional reaction to his wound and to the present condition of his leg is affecting his adjustment. For example, his only relaxations now are reading and movies. He has not had a date since he returned from combat. He states that he never leaves the base.

Attitudes: This man is anxious to stay in the service and be of use. He is upset by the idea that he no longer is of use to the Army.

Yet, he has become so bitter that he wants a discharge.

"No base seems to want me. If I'm that useless, I might as well get a discharge, although I'd really feel better if I kept a useful job in the Army. . . . I might be better off to get out now. If I wait till the war is over, with this leg I will not be able to compete with the physically fit; but if I get out now, I can get myself established before they get out and can then compete with them."

He applied for a discharge at one of the five stations at which he has been stationed, but was rejected. He states,

"They told me I should be ashamed for wanting to get out after having gone on only four combat missions and asked me what benefit I thought the Army had gained from all the money it invested in my training as an ROM. Ye Gods, sir, it wasn't my fault I was wounded! . . . Besides, it isn't a question of how much I'm obligated to serve, it is a question of how useful I can be. So far no one but that board (the one which refused to discharge him) seems to think I can be of use in the Army, and it did not try to see that I was assigned to a job."

Interpretation: This man shows no evidence of combat strain, but his injury to his leg will affect his Army and post-war civilian adjustment. Although anxious to work, no one has yet found a suitable duty assignment for him. He will have to be assigned a job that permits him to stay seated much of the time. His experience of being shipped to five different bases in three months and of being told he cannot be used has made him bitter and discouraged, anxious to get a discharge. Unless suitable duty can be found very soon for this man, he should be discharged before his morale becomes so low that he will really be of little value to either the Army as a soldier or to society as a civilian.

APPENDIX

Table 13

Data from Interview Analysis Blank.

<u>Item</u>	<u>Total Group</u>	<u>Qualified for</u> <u>AAFIS (FG)</u>	<u>Not Qualified</u> <u>for AAFIS (FG)</u>
	(N = 100)	(N = 31)	(N = 69)
Rank:			
Sergeant	2%	0%	3%
Staff Sergeant	46%	58%	41%
Technical Sergeant	52%	42%	56%
<hr/>			
(1) Age:			
Range	20-36 yrs.	21-33 yrs.	20-36 yrs.
Median	25.0	25.8	24.8
Interquartile range	23.1 - 26.8	23 - 27.5	23.1 - 26.8
<hr/>			
(2) AGCT:			
Range	90 - 150	109 - 144	90 - 150
Median	120.6	127	119.7
Interquartile range	115 - 127	121 - 133	112 - 124.4
<hr/>			
(3) Marital Status:			
Single	72%	48%	83%
Married	26%	48%	16%
Separated or Divorced	2%	3%	1%
<hr/>			
(4) Theatre of Combat:			
Mediterranean	66%	71%	64%
European	18%	16%	18%
South Pacific	10%	10%	10%
India - China	3%	0%	4%
Mixed	3%	3%	3%
<hr/>			
(5) Education:			
Below high school graduation	17%	0%	25%
High school graduation	62%	68%	59%
College, but not a graduate	18%	23%	16%
College graduate	3%	10%	0%

<u>Item</u>	<u>Total Group</u>	<u>Qualified for</u> <u>AAFIS (FG)</u>	<u>Not Qualified</u> <u>for AAFIS (FG)</u>
	(N = 100)	(N = 31)	(N = 69)
(6) MOS:			
Gunner	28%	39%	23%
AM or Engineer - Gunner	23%	19%	25%
RO or ROM - Gunner	27%	29%	26%
Armorer - Gunner	8%	10%	7%
RO or ROM	7%	0%	10%
Other MOS (Not including gunnery)	7%	3%	9%

Qualifications for AAFIS (FG):

(Per cent meeting each qualification).

(7) Gunnery experience	98%	100%	97%
(8) AGCT of 120 or more	58%	81%	48%
(9) AGCT 110 plus college graduate or teaching	3%	10%	0%
(10) High school education	83%	100%	75%
(11) Willing to be gunnery in- structor	35%	94%	9%
Doubtful	3%	6%	3%
(12) Expresses self well	91%	100%	87%
(13) At least 3 combat missions	99%	100%	99%
(14) No visible wounds	100%	100%	100%
(15) Personality and stability	85%	97%	80%
(16) Graduate of gunnery school	59%	74%	52%
(17) Qualified for AAFIS (FG)	31%	100%	0%
(18) Most desirable assignment (Interviewer's judgment)			
Gunnery instructor	28%	81%	4%
Radio instructor	6%	6%	6%
AM Flight Engineer, etc.	16%	3%	21%
Armorer	13%	0%	18%
RO, ROM	14%	0%	20%
Non-instructional service in OTU	3%	0%	4%
Flying cadet	8%	6%	9%
Misc. work on line	5%	0%	7%
Combat as gunners	2%	0%	3%
Miscellaneous	5%	3%	6%
(19) Present Assignment: (Interviewer's judgment)			
Very Poor	14%	0%	20%
Poor	46%	0%	67%
Average	14%	26%	9%
Good	15%	39%	4%
Excellent	11%	35%	0%

<u>Item</u>	<u>Total Group</u>	<u>Qualified for</u> <u>AAFIS (FG)</u>	<u>Not Qualified</u> <u>for AAFIS (FG)</u>
	(N = 100)	(N = 31)	(N = 69)
Attitudes and Adjustments:			
(20) Resentful of present assignment:			
Strongly	34%	0%	49%
Moderately	34%	32%	35%
Little or none	32%	68%	16%
(21) Resentful of Army formality after combat.			
Strongly	23%	19%	25%
Moderately	40%	29%	45%
Little or none	31%	48%	23%
Unknown	6%	3%	7%
(22) Feels furloughs inadequate			
Strongly	19%	16%	20%
Moderately	30%	35%	28%
Little or none	50%	48%	51%
Unknown	1%	0%	1%
(23) Resentful of other Army treatment			
Strongly	12%	10%	13%
Moderately	25%	23%	26%
Little or none	57%	68%	52%
Unknown	6%	0%	9%
(24) Feels Army does not want him			
Strongly	5%	6%	4%
Moderately	10%	13%	9%
Little or none	79%	81%	78%
Unknown	6%	0%	9%
(25) Upset by uncertainty of own situation			
Strongly	22%	6%	29%
Moderately	42%	29%	48%
Little or none	36%	65%	23%
(26) Desires to work at significant job in Army			
Strongly	46%	71%	35%
Moderately	43%	26%	51%
Little or none	11%	3%	14%
(27) Feels has had too much rest			
Strongly	18%	13%	20%
Moderately	21%	26%	18%
Little or none	54%	52%	55%
Unknown	7%	10%	6%

<u>Item</u>	<u>Total Group</u>	<u>Qualified for</u> <u>AAFIS (FG)</u>	<u>Not Qualified</u> <u>for AAFIS (FG)</u>
	(N = 100)	(N = 31)	(N = 69)
(28) Showed combat strain during combat period.			
Strongly	24%	6%	32%
Moderately	50%	48%	51%
Little or none	24%	45%	14%
Unknown	2%	0%	3%
(29) Shows combat strain now			
Strongly	12%	0%	17%
Moderately	46%	39%	49%
Little or none	42%	61%	33%
(30) Present symptoms of restlessness, jitteriness			
Strongly	13%	3%	17%
Moderately	57%	58%	57%
Little or none	30%	39%	26%
(31) Present symptoms of disturbed sleep, nightmares			
Strongly	12%	6%	14%
Moderately	31%	29%	32%
Little or none	54%	65%	49%
Unknown	3%	0%	4%
(32) Present symptoms of neurotic character			
Strongly	6%	0%	9%
Moderately	9%	6%	10%
Little or none	85%	94%	81%
(33) Pre-service maladjustment			
Strongly	5%	3%	6%
Moderately	15%	3%	20%
Little or none	78%	94%	71%
Unknown	2%	--	3%
(34) Opposes early return to combat			
Strongly	44%	42%	45%
Moderately	36%	35%	35%
Little or none	20%	23%	18%
(35) Willing to return to combat eventually			
Strongly	14%	3%	18%
Moderately	50%	58%	46%
Little or none	23%	23%	23%
Unknown	13%	16%	12%
(36) Resentful of civilian attitudes and war effort			
Strongly	11%	16%	9%
Moderately	21%	13%	25%
Little or none	41%	58%	33%
Unknown	27%	13%	33%

<u>Item</u>	<u>Total Group</u>	<u>Qualified for</u> <u>AAFIS (FG)</u>	<u>Not Qualified</u> <u>for AAFIS (FG)</u>
	(N = 100)	(N = 31)	(N = 69)
(37) Pre-service occupation was			
Satisfying	64%	65%	64%
Unsatisfying	13%	19%	10%
Has had no permanent occupation	22%	16%	25%
Unknown	1%	0%	1%
(38) Post-war plans are			
Clear	43%	45%	42%
Doubtful	38%	45%	35%
Vague	14%	3%	18%
Unknown	5%	6%	4%
(39) Interviewer judges post-war plans to be			
Realistic	47%	48%	46%
Uncertain	46%	42%	48%
Unrealistic	2%	3%	1%
Unknown	5%	6%	4%

